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# USSR Report

POLITICAL AND SOCIOLOGICAL AFFAIRS

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5 June 1985

USSR REPORT  
POLITICAL AND SOCIOLOGICAL AFFAIRS

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INTERNATIONAL

AMERICAN BOOK ON U.S., USSR LATIN AMERICAN POLICY REVIEWED

Moscow LATINSKAYA AMERICA in Russian No 2, Feb 85 pp 117-119

[Review by I. I. Yanchuk of the book by Cole Blasier, "The Giant's Rival. The USSR and Latin America," Pittsburgh, University Press, 1983, 216 pp]

[Text] A political scientist, a publisher of scientific works on Latin America and a professor at the University of Pittsburgh, Cole Blasier is one of the founders of the Association of American Latin American Scholars (LASA) and the journal "Survey of Research on Latin America." He is the author of works in problems of revolution and counterrevolution in Latin America and Washington's policy in this region.

In the new book special attention is devoted to the events of the last 2-3 decades. It contains seven chapters in which he investigates the causes of the strengthening of ties between the USSR and the Latin American countries, the history of diplomatic relations between them, problems of foreign trade, the activity of communist parties on the continent and their interrelations with the CPSU, and cooperation between the USSR and Cuba. The last chapter is devoted to an evaluation of Washington's policy in the Latin American region in the modern stage.

Blasier notes that in political and economic circles of the United States there is a widespread erroneous opinion about the competition between the USSR and the United States in Latin America. The author resolutely objects to this approach, preferring to analyze the content of bilateral relations between the Soviet Union and the countries of the region (p XIV). Blasier as a serious scholar can see clearly the premeditated nature of this approach. For these "arguments" are current among the most reactionary apologists for the imperialist policy. They are always found in the propaganda of the Reagan administration which justifies the aggressive actions of the United States in Central America, the occupation of Grenada and the so-called secret, but in fact overt war against revolutionary Nicaragua by referring to the mythical "Soviet threat to the national interests of the United States." Latin Americans think, Blasier writes, that "armed intervention on the part of the United States in the Western Hemisphere is more probable than Soviet intervention. And this is certainly not a groundless conclusion if one keeps in mind the historical precedents" (p 164). The author condemns the

interventionist policy of President Reagan in Central America, noting the unproven lofty phrases regarding the Soviet threat" (p 161).

Against the background of patent anti-Sovietism and "brainwashing" Blasier tries to take a serious approach to the study of USSR policy in this region and tries to show more or less objectively the development of Soviet-Latin American relations. The author takes extensive advantage of documents published in the USSR and the work of Soviet authors (more than half of the references). The use of primary sources have undoubtedly enriched the work. Still, in a number of cases Blasier refers to questionable information which is contained in the publications of various kinds of anti-Soviets, and he allows unsubstantiated conclusions which are generally not supported by any sources. This pertains especially to the interrelations between the USSR and revolutionary Cuba, and also the activity of Latin American communist parties.

On the whole, it is noted in the book that the Latin Americans themselves do not see a threat to their interests in the development of relations with the Soviet Union. On the contrary, many Latin American governments are in favor of normal relations with the USSR for this strengthens their positions when dealing with the northern neighbor.

Understanding well that ties with the USSR strengthen the independence of Latin American states, Washington has done and is doing a great deal to limit them. Blasier recognizes that the United States bears responsibility, to a considerable degree, for the uneven nature of relations between the USSR and the countries of Latin America (particularly during the period immediately after the victory of the October Revolution and the years of the "cold war"). Nor does he ignore internal factors that are related to the aggravation of the political struggle which drove dictatorial regimes to break off diplomatic relations with our country (p 18). Fully in keeping with the truth, the author notes that "the USSR usually does not use ideological or political criteria as conditions for maintaining diplomatic and trade relations, but strives for ties with various states, regardless of their social system" (p 20). He substantiates this conclusion with an analysis of relations between the USSR and Mexico, Argentina, Brazil and other countries.

Turning to economic problems, the author refutes the divergent thesis in the United States to the effect that Moscow is using trade for political penetration to the detriment of the interests of the United States. He does not fully affirm the assertion so typical of anti-Soviet propaganda that the relatively small volume of trade deliveries from the USSR to this region is caused by the poor quality of Soviet electric energy, petroleum and mining and certain other kinds of transportation equipment (p 66). Pointing out the factors which impede the expansion of mutually advantageous bilateral exchange, the author emphasizes that they should be sought in the West and not in the East (p 67). He also notes the economic cooperation between the USSR and the countries of Latin America, which is relatively brief in terms of historical parameters.

Analyzing the revolutionary events in Latin America during postwar years (Guatemala, Cuba, Chile, Nicaragua and El Salvador), Blasier recognizes that all of them "were planned, organized and conducted by local leftist forces,

while the Soviet Union had established relations with revolutionary governments that were coming into power" (p 92). It is noted in the book that all these governments have achieved power during the course of a nationwide struggle and not a "communist agreement" and certainly they are no "threat" to the United States. Blasier draws attention to the fact that in material support for the victory of the Sandinistas a decisive role was played by Mexico, Venezuela, Ecuador and Costa Rica and that the USSR delivered no arms to Nicaragua or El Salvador (p 94).

In the chapter on Cuba the author devotes a good deal of space to proving a generally known fact: that the revolution was carried out by Cubans and not by somebody from outside (p 99). From his point of view it was precisely the U.S. course toward overthrowing the new government on the island of freedom that contributed to the consolidation of the avant-garde of the socialist revolution around the 26 July Movement (p 103). But then instead of an analysis of the cooperation between the USSR and Cuba, Blasier gives a narrowly pragmatic account of the "pluses" and "minuses" for each of the sides. Moreover this is done at a time when the majority of Latin American countries are experiencing an economic crisis and in the region only Cuba has resolved the basic social problems. Additionally, Blasier "forgets" about the blockade, about the daily threat of attack from imperialism on the heroic island, and about the spending of large amounts of money for defense because of this. And also about the fact that under such conditions during the past 25 years the volume of the gross social product of Cuba per capita has doubled more rapidly than in the 19 larger Latin American countries.

The concluding chapter of the book is extremely remarkable. In it Blasier basically criticizes the "unrealistic," from his point of view, "ideas" of a number of U.S. governments concerning the USSR policy in Latin America and the revolutionary changes in this region. Let us note at the outset that, in our opinion, this is not a matter of incorrectness of ideas, but of the goals of the policy of the more reactionary imperialist circles who are trying with all their might to retard the liberation process on the continent, and they do not limit themselves to deliberate slander against the Soviet Union and the national liberation movement. Blasier's criticism of the ideological foundations of American policy in Latin America does not seem complete for it does not take into account the real ruler in the United States--state monopolistic capitalism. But even in their own terms Blasier's ideas are curious. In his opinion, American ruling circles are quite wrong in associating all revolutionary movements in Latin America with international communism and the USSR policy. Hence also their incorrect actions against revolutions in Guatemala, Cuba and the Dominican Republic (pp 152-153). The main thing is that in the United States they generally do not understand the nature of socialist revolutions, putting them down to "conspiracies of communists" who are acting "on orders from the Kremlin." The ruling circles, the author continues, maintain the idea of "exporting revolution" that is supposed to be done by the USSR, and they think that they can achieve their goals by "exporting counterrevolution" (pp 153-154). But, Blasier notes, in revolution a decisive role is played by the side which the people choose, and the sources of obtaining weapons is a secondary issue. All evidence concerning Guatemala, Cuba, Nicaragua and El Salvador confirms that it is precisely the "internal causes that bring about social revolutions in Latin



America, and not the deliveries of arms, propaganda and agitators from the Soviet Union" (p 154). And U.S. intervention, warns Blasier, only radicalizes the revolutionary movements, whose leaders are inevitably forced to turn to the USSR. It leads to the opposite result--instead of limiting the influence of the USSR, it causes it to grow (pp 160-162).

The book gives recommendations for the U.S. administration to carry out a policy in the spirit of "The Good Neighbor Policy" of President F. Roosevelt: not to proceed toward unilateral armed intervention in the internal affairs of any Latin American country, and not to plant political leaders in the countries of the region, utilizing economic and military assistance as well as political pressure for these purposes (p 158).

Blasier's book reflects the struggle in the United States around the course of the Reagan government in Central America. It contains an opinion close the views of the representatives of that part of the American ruling circles who are against the U.S. interventionist policy in the region under the pretext of repulsing a "communist threat." On the whole the author has managed to show convincingly that the USSR policy corresponds to the generally recognized norms of international law and to reveal the incorrectness of the concept of "exporting counterrevolution of the United States" to Latin America. But still, in spite of this, Blasier's new book is not free of the usual anti-Soviet cliches, whose purpose is to ascribe to the USSR nonexistent "designs" with respect to Latin America which are directed toward undermining the influence of the United States in this region.

#### FOOTNOTE

1. KUBA, No 1, 1984, p 54.

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INTERNATIONAL

CUBA'S TRADE, COOPERATION WITH OTHER LATIN AMERICAN COUNTRIES

Moscow LATINSKAYA AMERIKA in Russian No 2, Feb 85 pp 38-46

[Article by V. Demirev (Bulgaria): "The Latin American Aspect of Cuba's Foreign Economic Ties"]

[Excerpts] The 39th Session of the CEMA took place in Havana during 29-31 October 1984. The Soviet delegation was headed by a member of the Politburo of the CPSU Central Committee, chairman of the USSR Council of Ministers M. A. Tikhonov.

Representatives from a number of developing countries, including the Mexican United States and the Republic of Nicaragua, were invited to participate as observers in the session. Also present were representatives of the secretariats of the UN Economic Commission for Latin America and the Caribbean Basin (ECLA) and the Latin American Economic System (LAES).

The chairman of the meeting was the head of the delegation from the Republic of Cuba, F. Castro Ruz.

It was stated with satisfaction at the session that the economy of the Republic of Cuba is developing at high and stable rates. Considerable progress has been made in agriculture and industrialization. The plan for accelerated development of science and technology up to the year 1990 is being implemented. Problems of education, public health, employment and social equality have been solved successfully. This is a clear example of the fact that socialism is the only true path for overcoming the backwardness that was inherited from capitalism.

In 1985 our magazine will continue to publish articles devoted to various aspects of socialist construction in Cuba. Within the framework of this subject an important part will be occupied by questions of strengthening the country's economic base and expanding and diversifying

foreign trade, particularly with developing countries. The volume of Cuba's commodity turnover with the developing world has increased from 71 million Cuban pesos in 1970 to 383 million in 1982. The majority of this is with countries of Latin America.

The editorial staff invites the readers' attention to the article by the Bulgarian author S. Demirev concerning the expanding trade and economic ties and Cuba and its Latin American partners.

On the eve of the 1970's, as a result of the efforts of the countries of the socialist community and above all the Soviet Union, positive changes took place in the international situation. Peaceful coexistence among states with differing social systems, as the only alternative to nuclear war, received broad recognition in the world. These positive changes were also reflected in the relations between Cuba and other Latin American countries. A certain role in this was played by the assumption of power of national patriotic forces in a number of countries of Latin America (Chile, Jamaica, Guyana, Peru, Panama, Ecuador).

The basic trade partners are Mexico, Argentina, Peru and Venezuela. They account for more than 90 percent of the commodity turnover between Cuba and the Latin American states. But diversification of regional trade ties is continuing. The volume of trade with Brazil, Nicaragua, Panama, Bolivia and other countries is increasing.

Cuba also devotes a great deal of attention to expanding regional scientific and technical cooperation. The development of these relations is undoubtedly being promoted by the fact that the country has achieved great successes in the area of science, education, public health and a number of branches of industry, but the main thing is that it has accumulated valuable experience in planning, specialization and cooperation in production within the framework of the CEMA.<sup>1</sup>

Cuban-Mexican relations occupy an important place in the system of Cuba's Latin American ties. F. Castro's visits to Mexico in 1979 and 1981 and the visits of the presidents of this country, L. Echeverria Alvarez and H. Lopez Portillo to Cuba in 1975 and 1980, respectively, were very significant for their development. One should especially note the importance of H. Lopez Portillo's visit. The fact that this visit was being planned was announced 3 months before it began, at the height of the serious anti-Cuban campaign that was being unleashed by the U.S. government and the rightist circles of a number of Latin American countries (the events in the Peruvian Embassy in Havana served as cause for this). Nonetheless the visit took place. This friendly act on the part of the Mexican government was correctly evaluated by the Cuban leadership. At a ceremony for awarding H. Lopez Portillo the Order of Jose Marti, the president of Mexico announced: "Jose Marti's goals are the goals of Cuba and Mexico. We will tolerate no encroachment on Cuba because we consider this to be encroachment on us ourselves."<sup>2</sup> At the time of the visit a number of agreements were signed in the area of commercial-economic and scientific-technical cooperation.

By 1984 the commodity turnover between the two countries exceeded 60 million pesos. Cuba purchases from Mexico cotton fabrics, rolled nonferrous metals, equipment for the sugar industry, electric engines and transformers, and also agricultural products--rice, green beans and wheat. Cuban exports are mainly nickel ores, chrome, equipment for the textile industry, electronic and measurement equipment, and other goods.<sup>3</sup> Because of the fact that Cuba had a negative balance in its trade with Mexico, both sides adopted measures to eliminate it. In particular, they solved the problem of Mexico's purchases of Cuban cement. In 1980-1982 the volume reached 2 million tons.<sup>4</sup>

In the bilateral relations a great deal of significance is attached to economic and scientific-technical cooperation. This was begun in 1974 with the signing of the corresponding intergovernmental agreement, which was subsequently augmented and at the present time includes the sugar, chemical, food and construction branches of industry, agriculture, transportation, fishing and tourism. In April 1983 the Sixth Session of the Intergovernmental Commission for Economic and Scientific-Technical Cooperation was held in the Mexican capital. It considered 84 joint plans in the area of agriculture, construction, fishing, transportation and so forth.<sup>5</sup> In the summer of that same year during the course of the visit to Mexico of the chairman of the Central Planning Board, H. Perez, they discussed questions of expanding cooperation in the area of machine building and the sugar industry, and also the possibilities of granting credit to Cuba. A new, comprehensive agreement was signed concerning technical cooperation for 5 years with a subsequent automatic extension of the time period for which the agreement would be in effect.

A bilateral agreement concerning fishing has been in effect for more than 7 years. Within the framework of this agreement they annually established the Cuban quota for fishing and the number of ships (in 1984 these were 2,000 and 45, respectively) which work in the 200-mile ocean zone of Mexico.

Ties in the areas of science, education and culture are also developing on a solid contractual basis. In 1984 cooperation was extended to the area of social security. The sides have reached an agreement concerning coordination of efforts for developing physical culture, sports and recreation.

Argentine-Cuban diplomatic relations were restored in 1973. Argentina granted Cuba credit in an amount of \$1.2 billion for purchasing industrial and agricultural equipment, means of transportation and spare parts. After the signing of a number of trade agreements in 1973-1974 Cuba became one of the most important Latin American trade partners for Argentina. But the subsequent process of strengthening the bilateral cooperation was interrupted after 3 years because the reactionary army elite took over power in this country.

The Malvinas crisis of 1982 made essential adjustments in the Argentine foreign policy. As we know, Cuba not only supported the legitimate demands of Argentina, but also expressed readiness to render assistance in armed conflict with Great Britain. A new impulse was given to the bilateral ties with the victory in Argentine elections of the government of the Radical Civic Union



headed by R. Alfonsín. In an interview for the Prensa Latina agency the new minister of foreign relations and worship, Dante Caputo announced that the relations between the two countries "should move forward, deepen and be more stable...."<sup>6</sup>

Argentine automobiles, agricultural machinery, spare parts and components for them again occupy second place after the USSR in imports on the Cuban market. Cuba also purchases electric engines, tanning substances, corn and other products, and delivers to Argentina its traditional export goods.

A serious obstacle on the path to expanding mutual commodity exchange was the shortage of Cuba's trade balance.<sup>8</sup> In July 1983 the governmental trade delegation from Argentina visited Cuba in order to coordinate measures for equalizing commodity exchange and further expanding it. During the time of the visit a protocol was signed for extending the time period for the agreement concerning economic cooperation which was concluded in 1974.

In March 1984 Cuba was visited by another Argentine delegation which participated in the third session of the Cubo-Argentine Labor Group on Questions of Foreign Trade. As a result of the negotiations a memorandum was signed concerning the creation of a joint commission and also a number of agreements concerning cooperation in the area of science and technology, fishing, finances and so forth.<sup>9</sup>

At the present time trade and economic relations between the two countries have a solid contractual foundation. A number of agreements are being realized successfully, including a trade agreement, an agreement for economic and scientific-technical cooperation, and so forth.

During the period when Peru was ruled by the progressive military government headed by General J. Velasco Alvarado (1968-1975) favorable conditions were created for rapprochement with Cuba. In July 1972 diplomatic relations were restored between the two countries. But the coup d'etat of 1975, as a result of which the government of Frank Morales Bermudes came to power in Peru, caused serious complications in the dialogue that had been started. As the new Peruvian government deviated from the course of J. Velasco Alvarado there were more and more frequent provocations against Cuba. In 1980 Peru was forced into an anti-Cuban campaign surrounding the so-called fugitive problem. Diplomatic relations were reduced to the level of a charge d'affairs. While before 1975 reciprocal commodity turnover had continually increased, and its volume reached more than 17 million pesos, during 1976-1979 it decreased and amounted to 11-12 million, and in 1982--2 million pesos.<sup>10</sup>

The government of Belaunde Terry in recent years has displayed a readiness to activate economic relations with Cuba. At the end of 1982 in Lima the first bilateral trade agreement was signed (before this trade was carried out on the basis of individual contracts). At the same time they reached an agreement concerning the granting of mutual credit. The third session of the intergovernmental Peruvian-Cuban Commission on Economic and Scientific-Technical Cooperation (created in 1973) was held in November 1983, also in Lima. During the course of this measures were agreed upon for coordinating the efforts of the two countries in the area of the development of

agriculture, fishing, the mining industry, construction, sports and public health.<sup>11</sup>

From the time of the establishment of diplomatic relations between Cuba and Venezuela (1974) bilateral economic ties have developed irregularly, depending on the tendencies in the foreign policy of the Venezuelan governments. In August 1975 there was an exchange of trade delegations and an agreement was signed concerning granting credit. The main goods included in Venezuela exports are petroleum (since 1976), petrochemical products, ferrous metals and rice. Cuba exports to Venezuela sugar, tobacco items and rum. In 1975 the volume of commodity turnover reached a record level--6.2 million pesos. When the government of Herrera Campins came to power (1979) there began a period of deterioration of Cuban-Venezuelan relations. In particular, the reciprocal turnover commodity turnover dropped to 1.9 million pesos in 1982 as compared to 5.3 million in 1980.<sup>12</sup> In May 1981 the Venezuelan minister of foreign affairs, R. Montes de Oca, while visiting Washington openly supported the anti-Cuban policy of the U.S. administration.

In 1982, under the influence of a number of internal and external factors in the Venezuelan policy, certain changes took place. The country participated actively in the "Contadora Group," condemned U.S. aggression against Grenada, and rendered political support to Nicaragua. At the beginning of 1983 there were the first signs of a "warming" in relations between Venezuela and Cuba as well.

In the elections held in Venezuela at the end of 1983 the Democratic Action Party won. In January 1984 its delegation, headed by a member of the National Executive Committee, O. Parrom, visited Cuba. An informational communique concerning the visit pointed out the "warm atmosphere in which questions of mutual interest were discussed."<sup>13</sup> There is reason to assume that the government of J. Lusinchi will take more steps to expand bilateral economic ties.

Ties between Cuba and revolutionary Nicaragua occupy a special position. The history of the relations is brief in terms of time, but it is extremely full of content. Immediately after the victory of the Sandinistas Cuba recognized the government of the National Reconstruction of Nicaragua and on 27 July 1979 established diplomatic relations with this country. The Nicaraguan people were offered help in restoring the destroyed economy and overcoming the socioeconomic consequences of the rule of the dictator Somoza. It should be emphasized that this assistance in many cases is not to be returned, especially in such areas as public health, education, construction, transportation and personnel training. Cuba rendered a great deal of assistance in restoring the fishing fleet of Nicaragua. In 1980-1981 11 specialized ships were turned over to the sister country.<sup>14</sup> In 1982 with Cuban assistance construction was started on the largest agroindustrial complex in Nicaragua. For financing the construction Cuba granted credit in the amount of \$50 million.<sup>15</sup>

Trade and economic relations between Cuba and Panama began to develop after the visit of the leader of the Panamanian revolution, O. Torrijos, to Havana in 1976. During the course of the meeting of the leaders of the two countries

an agreement was signed for economic and scientific-technical cooperation and the corresponding intergovernmental commission was created. Cuba exports to Panama equipment for initial processing of cane and also breeding cattle. Rice constitutes the basis of Panamanian deliveries. Cooperation is developing between the two countries in agriculture as well, especially animal husbandry, fruit growing and beekeeping. The volume of commodity turnover in 1980 reached \$0.5 million.<sup>16</sup> Further expansion of bilateral relations is impeded by the inconsistent policy of the current Panamanian leadership which is giving in to pressure from the United States and the financial centers of capitalism.

There has been a certain amount of development of Cuban-Bolivian relations. The coming to power in Bolivia of the progressive government of H. Siles Zuazo contributed to this. In January of 1983, during the extraordinary conference of the Coordination Bureau of the Nonaligned Countries in Managua, the ministers of foreign affairs of the two states signed a declaration of the restoration of diplomatic relations. In November 1983 a Bolivian parliamentary delegation visited Cuba. During the course of the meeting with a member of the Politburo of the Central Committee of the Communist Party of Cuba, Deputy Chairman of the State Council and Council of Ministers of the Republic K. Rafael Rodriguez, they expressed mutual interest in the development of close relations between the two countries in all areas.<sup>17</sup>

There has also been a certain development of Cuban-Brazilian economic relations, which were completely broken off after the military coup in Brazil in 1964. Contacts between responsible representatives of the two countries began with the visit to Cuba in January 1983 of the chairman of the conference of trade organizations of Brazil, R. Barreto. During the course of the visit he emphasized the desire of Brazilian entrepreneurs to diversify foreign economic ties, including through activating trade with Cuba. The Cuban side, taking into account the growing economic and scientific-technical potential of Brazil, expressed its readiness to purchase certain metals, natural gas, automobiles, grain, fertilizers, food products and other goods. The two countries are developing cooperation in the area of processing sugar cane. In particular, Cuba manifested interest in Brazilian technology for producing fuel from the cane mass. This technology will make it possible for Cuba to considerably reduce imports of fuel and thus provide for economizing on currency funds.

Among the Caribbean states Cuban-Guyanese ties have been most developed. Guyana delivers to Cuba timber materials and rice, and Cuba delivers certain of its own traditional export goods and renders technical assistance to Guyana in the development of the sugar industry, fishing and construction. Upon the completion of the work of the 9th session of the Joint Intergovernmental Commission for Economic and Scientific and Technical Cooperation (formed in 1974) which was held in January 1984 in Havana, a program was signed for joint plans in the areas of economics, science, technology, culture and education.<sup>18</sup>

In March 1984 Cuba was visited by a Guyanese delegation headed by Minister of Labor, Production and Industrial Development K. Denny. During the visit the two sides again expressed their readiness to strengthen cooperation in various areas of the economy.



The modern history of relations between Cuba and countries of the continent show that, in spite of attempts on the part of the United States to keep Cuba within the circle of the blockade and not to allow her to integrate into the Latin American community, the country's positions in Latin America are becoming stronger each year. The establishment of diplomatic relations between Cuba and the majority of states on the continent and the expansion of mutually advantageous economic cooperation are the best evidence of the achievements of the Cuban revolution and its contribution to the progress and flourishing of Latin America. The strengthening of equal political and trade-economic relations with countries of the continent contributes to the cause of peace and cooperation among Latin American states in the international arena and is an obstacle to the expansionists' intentions of American imperialism.

Nonetheless attempts on the part of the United States to undermine Cuban positions and to isolate her from other countries are continuing. In the concluding communique of the Coordination Bureau of the Nonaligned Countries, which was published in Managua in January 1983, 20 states of Latin America and the Caribbean basin expressed their concern about the growing threat of armed aggression against Cuba and demanded that the United States immediately and unconditionally remove the economic blockade and halt aggressive anti-Cuban actions.

The Latin American aspect of Cuban foreign economic ties is a visual example of the effectiveness of the principles of peaceful coexistence of states with differing sociopolitical structures which are fighting against the imperial claims of Washington and also for the restructuring of the international economic order.

#### FOOTNOTES

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6. GRANMA, 6 February 1984.
7. Calculated from: Anuario Estadístico de Cuba. La Habana, 1981.
8. Ibid.
9. GRANMA, 17 March 1984.
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12. See: Anuario Estadístico de Cuba, 1982.
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14. GRANMA, 5 February 1980; 20 January 1981.
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16. Yearbook of International Trade Statistics, 1981, New York, 1982, p 665.
17. GRANMA, 22 November 1983.
18. GRANMA, 28 January 1984.

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# INTERNATIONAL

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CSO: 1807/238



REGIONAL

KIRGHIZ SSR SUPREME SOVIET SESSION HELD

Frunze SOVETSKAYA KIRGIZIYA in Russian 28 Mar 85 p 1

[Informational Report on the First Session, Eleventh Convocation of the Kirghiz SSR Supreme Soviet held in Frunze on 27 March]

[Text] The First Session, Eleventh Convocation, of the Kirghiz SSR Supreme Soviet continued its work in the Meeting Hall of the Kirghiz SSR Supreme Soviet and Council of Ministers.

Among those in the government seating area were members of the Bureau of the CPKi Central Committee T. U. Usubaliyev, T. Kh. Koshoyev, A. Duysheyev, V. A. Makarenko, A. Dzhumagulov, A. K. Karypkulov, P. I. Naumov, V. K. Dolmatov, N. P. Lomov, K. M. Moldobayev, and P. M. Khodos; Dzh. Ch. Tashibekova, candidate member of the Bureau of the CPKi Central Committee; and members of the Presidium of the Kirghiz SSR Supreme Soviet and the government of the republic.

Deputy A. K. Karypkulov, chairman of the Supreme Soviet of the Kirghiz SSR, opened the meeting.

The deputies continued their discussion of the report given by deputy A. Duysheyev, chairman of the Kirghiz SSR Council of Ministers, "The Tasks Facing the Councils of People's Deputies in Improving the Management of Housing and Municipal Services."

Participating in the debate over the report were deputies M. Ye. Khokhlachev (Kyzyl-Asker electoral district No 26), O. P. Mikhaylov (Dzerzhinskiy electoral district No 327), A. M. Murarliyev (Kek-Dzhar electoral district No 21), V. V. Ryapolova (Aralsk electoral district No 106), and A. Myrsaliyeva (Komsomol electoral district No 49).

The session unanimously approved a resolution on the issue under discussion.

The deputies went on to discuss confirmation of the decrees of the Presidium of the Kirghiz SSR Supreme Soviet. Deputy S. Omurkulova, secretary of the Presidium of the Kirghiz SSR Supreme Soviet, presented a report on this issue.

The deputies confirmed the decrees of the Presidium of the Kirghiz SSR Supreme Soviet and adopted the corresponding laws and resolutions.

The Supreme Soviet then turned to a discussion of deputies' inquiries.

A. F. Sannikova, a deputy from Pristanskiy electoral district No 124, addressed an inquiry to the Kirghiz SSR Council of Ministers regarding unsatisfactory fulfillment of the plan for putting pre-school institutions into operation.

K. B. Gusev, deputy chairman of the Kirghiz SSR Council of Ministers, was called on to respond to the inquiry.

A resolution on this issue was adopted.

A. Nurzhanov, deputy from Kyrk-Kazyk electoral district No 342 in Talasskiy Rayon, addressed an inquiry to T. B. Chilebayev, chairman of the Kirghiz Union of Consumer Cooperatives, regarding inadequate assistance to the rural population in the allocation of building materials (brick, cement, slate, lime) for individual construction.

After T. B. Chilebayev, chairman of the Kirghiz Union of Consumer Cooperatives, responded to the inquiry; a resolution on this issue was adopted.

This marked the end of the First Session, Eleventh Convocation, of the Kirghiz SSR Supreme Soviet.

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REGIONAL

AZERBAIJAN CP CC BUREAU MEETS ON LABOR DISCIPLINE

Baku BAKINSKIY RABOCHIY in Russian 6 Apr 85 p 1

[Text] The latest meeting of the Bureau of the CPAz Central Committee discussed the work that has been done to fulfill the decree of the CPSU Central Committee "On the Activities of the Azerbaijan Party Organizations to Fulfill the Decree of the CPSU Central Committee, the USSR Council of Ministers, and the All-Union Central Council of Trade Unions 'On Stepping Up Efforts to Strengthen Socialist Labor Discipline.'"

It was noted at the meeting that party organizations in the republic are carrying out organizational, ideological, and political work on a daily basis aimed at fulfilling the decree of the CPSU Central Committee, which has become an ambitious program of action for the communists and workers of Azerbaijan. The goals stemming from this document are being discussed at plenums of the CPAz Central Committee, at meetings of obkoms, gorkoms, and raykoms, at sessions of Councils of People's Deputies, meetings of labor collectives and primary party organizations, and during the course of trade union and Komsomol meetings held to hear reports and elect officials. The status of labor discipline is being studied at almost 10,000 associations, enterprises, construction sites, kolkhozes, and sovkhoses.

More active use is being made of various forms and methods, such as the presentation of reports by managers on the state of affairs in the units under their control, and regular republic reviews and inspections, during the course of which the causes and conditions giving rise to violations of production and labor discipline are examined, and specific measures are taken to eliminate shortcomings that are uncovered. Criticism of poorly organized operations has been given greater publicity, and it has become more directed and effective; measures have been taken to strengthen plan, contract, financial, and reporting discipline at all levels of management.

Widespread efforts are being made to find ways to improve the management mechanism, the brigade system is being developed, and working and living conditions are being improved, as is health care.

The measures that have been taken have helped reduce losses of work time in all sectors of the national economy. In 1984 work time losses in industry were reduced to five-eighths of the 1983 level. Losses of work time in construction

were cut by 21 percent and by 31 percent in transportation. Overtime work was reduced and there was a drop in the labor turnover.

All these factors played an important role in the successful fulfillment of plans and socialist obligations by the republic's workers in 1984, for which the Azerbaijan SSR was awarded the Challenge Red Banner of the CPSU Central Committee, the USSR Council of Ministers, the All-Union Central Council of Trade Unions, and the Komsomol Central Committee, and in dynamic development of the national economy in the final year of the five-year plan.

At the same time, not all ministries, departments, associations, enterprises, and party committees worked actively enough to promote the campaign to reduce losses in work time and to bring about a fundamental change in reducing idle time and unauthorized absences. Considerable losses of work time in industry are still occurring in Nakhichevan ASSR, in Karadagskiy, Kirovskiy, and Ordzhonikidzevskiy rayons in Baku, in Ali-Bayramly, in the Nonferrous Metallurgy Administration, the "Azneft" [Azerbaijan Petroleum] Production Association, the Baku Main Construction Administration, the Baku Industrial Trade and Transport Administration, and several other associations, enterprises, and construction and transport organizations. A number of managers and party and trade union organizations are not focusing attention on issues involving working conditions and the organization of production, which play an important role in the development of stable collectives.

The decree adopted by the CPAz Central Committee calls on party, soviet, trade union, and Komsomol organs and managers to work even more persistently to implement organizational and political measures aimed at fulfilling the decree of the CPSU Central Committee. In light of the decisions of the March (1985) Plenum of the Central Committee, decisive steps must be taken to eliminate shortcomings that have been uncovered; taking into account the experience that has been gained and a self-critical analysis of what has been achieved, additional measures should be taken to strengthen socialist discipline in all spheres of social and economic life, and constant control over the realization of these measures must be established.

We must steadily increase the responsibility of management personnel, improve the ideological and mass political and educational work, make more active use of the legal standards outlined in labor law and the Labor Collectives Law, and ensure efficient utilization of manpower and material resources and production and scientific and technical potential. It is important that the services sphere be properly organized, that its enterprises maintain the proper operating conditions, and that white and blue collar workers are not taken away from their primary responsibilities.

All the work being done to strengthen socialist labor discipline should promote intensification of the economy, raise production efficiency, improve the quality of labor, mobilize workers for successful fulfillment of the plans and socialist obligations for the final year of the five-year plan and the five-year plan as a whole, and provide a fitting welcome for the 27th CPSU Congress and the 40th anniversary of the Great Victory.

## GRISHKYAVICHUS ADDRESSES LITHUANIAN AGRO-INDUSTRIAL CONFERENCE

## Report on Conference

Vilnius SOVETSKAYA LITVA in Russian 21 Mar 85 p 1

[Article: "All our Efforts and Creative Energy for Successful Fulfillment of the Quotas of the Five-Year Plan: The Republic Conference of Workers in Agriculture and the Agro-Industrial Complex"; report on conference held on 20 March 1985 in Vilnius]

[Text] The breath of spring has once again reached our homeland, awakening hopes of the coming welcome renewal of everything living. The farmers are the most eager for spring's arrival, with their concern about our daily bread. Last year was an especially successful one for agricultural workers--they worked together and filled the granaries to the top. In the past year we have seen the countryside blossom with new farm centers, fine roads, and broader fields. Good fortune did not bypass anyone who worked diligently in the fields, on the farms, and on construction projects. The party and the homeland have had high praise for the rural workers of Soviet Lithuania who have achieved such great success. The excitement has still not died down after the festivities during which the republic, rayons, and collectives that achieved outstanding labor results--winners in the all-Union socialist competition for 1984--were awarded the Challenge Red Banners of the CPSU Central Committee, the USSR Council of Ministers, the All-Union Central Council of Trade Unions, and the Komsomol Central Committee. Just yesterday a large group of leading workers in agricultural production and representatives of the agro-industrial complex received high state honors. This is a source of justified pride. However, there are other thoughts surfacing today as well. What management approach should be taken and what should be done to see that the republic's farmers mark the end of this year and the five-year plan as a whole with even greater achievements? This will depend to a great extent, of course, on a successful start in the spring.

These pressing issues were discussed at a republic conference of workers from agriculture and organizations in the agro-industrial complex, which was held on 20 March in Vilnius at the Palace of Sports. Participating in the conference were first secretaries of gorkoms and raykoms, chairmen of city and rayon soviet executive committees, council chairmen from rayon agro-industrial associations, first secretaries of Komsomol rayon committees, chairmen of rayon committees of the agricultural workers' trade union, managers of rayon



associations of Selkhoztekhnika, chiefs of land reclamation and construction and installation administrations, farm managers, secretaries of party organizations, scientists, leaders in agricultural production, representatives of enterprises and organizations in the agro-industrial complex, and active members of the party and management apparatus in the republic.

Comrades P. Grishkyavichus, V. Astrauskas, A. Barkauskas, Yu. Bernatavichyus, A. Brazauskas, N. Dybenko, A. Kayryalis, V. Mikuchyauskas, R. Songayla, L. Shepetis, P. Ignotas, V. Kardamavichyus, Yu. Petkyavichyus, P. Shileykis, deputy chairmen of the Presidium of the Lithuanian SSR Supreme Soviet, deputy chairmen of the Council of Ministers, heads of ministries and departments in the agro-industrial complex, and other party, soviet, trade union, and Komsomol officials participated in the conference.

M. S. Khozyainov, sector chief of the Agriculture and Food Industry Department of the CPSU Central Committee, also took part in the conference.

R. Songayla, chairman of the LiSSR Council of Ministers, opened the meeting with some introductory remarks.

At the suggestion of K. Glikas, chairman of the Order of the October Revolution Kolkhoz imeni Lenin in Shakyayskiy Rayon and Hero of Socialist Labor, the Politburo of the CPSU Central Committee was named to serve as the honorary presidium of the conference by a unanimous vote.

P. Grishkyavichus, member of the CPSU Central Committee and first secretary of the Central Committee of the Lithuanian Communist Party, gave a speech on the tasks facing the republic's agricultural workers with regard to successful completion of the five-year plan and putting into practice the decisions of the 26th CPSU Congress and subsequent plenums of the CPSU Central Committee.

#### Grishkyavichus Speech

Vilnius SOVETSKAYA LITVA in Russian 21 March 85 pp 1-3

[Speech by P. P. Grishkyavichus, first secretary of the Lithuanian Communist Party Central Committee, at agricultural conference held in Vilnius on 20 March 1985]

[Text] Respected comrades!

For the party and the Soviet people this year is marked by events and dates of immense historical importance, great deeds that must be done, and major goals that must be met.

The special March Plenum of the CPSU Central Committee and the decisions made there are of exceptional importance in the history of our country and Lenin's party. As you already know, the Plenum elected comrade Mikhail Sergeyevich Gorbachev, a leading figure in the Communist Party and the Soviet state, to serve as general secretary of the CPSU Central Committee by unanimous vote and with great enthusiasm. Everywhere, both in our country and abroad, this exceptionally important decision was welcomed as yet another incontrovertible

proof of our party's loyalty to the Leninist course of creativity and peace and as evidence of the complete continuity of the party's policies.

The communists and workers of Soviet Lithuania, like our entire party and all Soviet people, welcomed this decision of the Plenum and comrade M. S. Gorbachev's speech at the Plenum with a great upsurge in patriotism, enthusiasm, and unanimous approval. They once again demonstrated their strong solidarity around the Leninist Communist Party and their enthusiasm and determination to adhere closely to the course outlined by the party, and to put into practice its noble goals and plans.

Less than two months remain before the great historic date, the wonderful holiday of all the people--the 40th anniversary of the victory of the Soviet people over fascism. The 11th Five-Year Plan, yet another important stage in the historic advancement of the Soviet people along the road to communism, is coming to an end. The Soviet people, communists and non-party members, are preparing to meet the coming 27th CPSU Congress with an upsurge of activity. This year is important for the workers of Soviet Lithuanian for yet another reason--it marks the 45th anniversary of the historic days when Soviet power was restored and when they decisively and irrevocably embarked on the path toward the construction of socialism, a path toward a bright and happy life.

Our republic's workers, expressing unanimous approval of the party's Leninist domestic and foreign policies and guided by the decisions of the special March Plenum of the CPSU Central Committee and the provisions and conclusions outlined in the speech given there by comrade M. S. Gorbachev, like all the Soviet people, are fully determined to bring the 11th Five-Year Plan to a successful conclusion and to lay a solid foundation for the beginning of the new, 12th Five-Year Plan.

The wise policies of our party and its Leninist Central Committee are bearing more and more valuable fruit every year. Today it is gratifying to note that the trend toward accelerated growth in national production, which was observed in all sectors of the country's economy in the past two years, has also been clearly evident in the economy of Soviet Lithuania. All the sectors of the republic's economy have been undergoing more dynamic and stable development. The goals of the 11th Five-Year Plan as a whole are being met successfully.

In the past 4 years the republic's national income grew by 24 percent and industrial commodity production increased by 19.5 percent, instead of the 14 and 16.5 percent, respectively, called for in the five-year plan. The capital construction program for the five-year plan is also being carried out successfully for the most part. A great deal has been done to raise the standard of living of the republic's workers. The population's real income increased by 6 percent in the past 4 years. The goods turnover in state and cooperative trade is growing, domestic services provided to the population are being improved, as is the housing supply. Every year there have been significant advancements in the development of science, education, and socialist culture. Based on the results of the first four years of the five-year plan, the republic has once again won the all-Union socialist competition.



Workers in agriculture and the entire agro-industrial complex are making a growing contribution to the overall achievements of workers in Soviet Lithuania. Almost 35 years have passed since the time that the republic's working peasant class answered the call of the party and embarked resolutely and irrevocably on the road to a new life, toward socialist management. As they decided their fate by taking that historic step, they could not have imagined how fruitful this path to a new life would be. Our socialist reality has exceeded even the wildest dreams of the rural workers. A qualitatively new, socialist farming community has grown up in Soviet Lithuania in that historically short period of time under the wise leadership of the Communist Party and thanks to the generous and unselfish assistance from fraternal Soviet peoples, especially the Russian people. What is new about the countryside now is its social production relations, with new people living and working for their own good and for the good of the society as a whole; the countryside also has a new, extraordinarily improved landscape. It has modern productive forces that have grown immeasurably and the working conditions there have changed radically. It has beautiful new villages, the farmers have a prosperous and cultured life as never before, and the standard of living in rural areas is continually approaching that of urban workers.

These profound changes provide yet more graphic and convincing evidence that our party has never had and still has no more important goal than to direct all its activities toward selfless service of the people and improving their well-being in every way possible. At the same time, this is convincing proof of the wisdom and foresight of our party's Leninist agrarian policies.

We can see and feel the fruitfulness of these policies now especially, as we near the end of the 11th Five-Year Plan. During the first four years of the five-year plan, every year was marked by a steady rise in the material and technical base of agriculture, production became more intensive and efficient, and the social nature of our rural areas changed.

In the past four years the fixed capital of kolkhozes, sovkhoses, and other agricultural enterprises increased by 29 percent, and its total value reached 8 billion rubles. The power-worker ratio in agriculture is now 43 horsepower per worker. Workers at kolkhozes and sovkhoses now have at their disposal almost 50,000 tractors, 12,000 grain-harvesting combines, over 30,000 trucks, and other modern agricultural equipment. This equipment has changed the difficult labor of animal husbandry workers in a fundamental way and made it considerably easier. The majority of these workers now work exclusively with the aid of machinery. For several years already there has been universal mechanization of one of the most difficult and labor-intensive jobs in animal husbandry--milking. And sometime in the not-too-distant future all of our livestock farms will be completely mechanized.

We all know that our party, its Central Committee, and the Politburo have always viewed concern for the people, the creation of favorable living and working conditions, and further development of their cultural life as the foundation of production achievements. This party course is firm and unshakable. Comrade M. S. Gorbachev stressed at the March Plenum of the CPSU Central Committee: "The party will continue its steadfast adherence to the

social policies it has developed. Everything on behalf of man, for the good of man--this program position must take on deeper and more concrete significance."

Guided strictly by this steadfast policy of our party, in recent years we have managed to achieve a great deal in the area of social transformation of rural areas in Soviet Lithuania. Land improvement operations were carried out on an unprecedented scale and changed the panorama of rural areas and the face of our land beyond recognition, making it more responsive to farming measures. In place of the dilapidated individual farms scattered all over the fields, modern villages are being built on kolkhozes and sovkhoses. Many farm centers have already been finished, and others are nearing completion. All the farms now have general education schools and stores and almost all have houses of culture or clubs. Soon every kolkhoz and sovkhos will have a kindergarten-nursery, a cafeteria, a medical clinic, a domestic services center, and other social-use projects. The fact that two-thirds of our rural residents already live in these villages is an achievement of great social and political significance, which makes it possible to do a great deal to eliminate the differences in living conditions between rural and urban residents.

Practical experience offers graphic confirmation that we did the right thing by not copying the principles of urban construction in building the new rural communities. The construction of a rural community, its architecture, esthetics, and its entire appearance must correspond as much as possible to rural traditions, peasant psychology, and the rural way of life. Therefore, even though the dwellings in rural areas have essentially the same municipal amenities as in cities, they are primarily single-family farm-type dwellings. They are surrounded by enlarged plots of land used for kitchen gardens and orchards. Every house or apartment dwelling has outbuildings for livestock and other activities involved in private subsidiary farming.

Thus, in the time since the 26th CPSU Congress a great deal has been done to make more rapid improvements in the living and working conditions of rural workers, to make the farmers' work more and more productive and attractive, and to see that their lives are more prosperous and cultured. The average monthly wages of kolkhoz farmers last year was over 168 rubles, and was almost 26 percent higher than in 1980. The farmers' real income as a whole approached that of urban residents, and in many farms it even exceeded that of urban residents.

All this has made it possible to reduce the migration of the rural population to the cities and to stabilize the size of the rural population as a whole. At the majority of kolkhozes and sovkhoses the aging trend among the workers has been overcome successfully. In the past 2 years the number of people between the ages of 16 and 29 living in rural areas has increased by 4.6 percent. Last year the average annual number of working kolkhoz farmers increased somewhat.

Consistently putting into practice the party's personnel policies, the republic's party organization has demonstrated constant concern for strengthening agricultural personnel in every way possible. Between 1200 and 1300 students graduate from our agricultural VUZes every year, and over 5000 agricultural specialists graduate from tekhnikums annually. The Lithuanian

Communist Party Central Committee and the majority of raykoms devote special attention to developing farm managers and improving the qualitative make-up of this group. Today about 70 percent of the kolkhoz chairmen and directors of sovkhozes and other state farms already have higher education. A great deal is being done to expand the training of agricultural personnel in the popular professions and to improve their professional skills.

As the economic and social base of rural areas grows stronger, there are steady improvements in the conditions for intensification and raising the efficiency of agricultural production. The decisions of the May (1982) Plenum of the CPSU Central Committee have played an important role here, along with new economic conditions for agricultural production, and the party's program to strengthen discipline and order, make maximum improvements in the utilization of the existing potential, raise labor activity among farmers, and aim their efforts toward the campaign for maximum final results. All this, together with somewhat more favorable weather conditions, has made it possible for us in recent years to achieve somewhat higher rates of growth in agricultural production. In the first four years of the five-year plan there was a 9.4 percent increase in the gross production of farms in the public sector over the average annual level during the 10th Five-Year Plan. The republic's farmers have met the final year of the five-year plan with successful fulfillment of the quotas for the past four years for state purchases of all agricultural products, except livestock and poultry.

The results from 1984 offer a particularly optimistic picture. Gross agricultural output last year was 7.5 percent greater than in 1983. The highest rates of growth for this indicator were achieved by kolkhozes in Alitusskiy Rayon, with a 20 percent increase in gross production in one year, kolkhozes in Ionishskiy Rayon with a 15 percent increase, and kolkhozes in Pakruoyskiy, Panevezhskiy, and Lazdiyskiy rayons with a 14 percent increase.

Last year there was an increase in the yield of almost all agricultural crops. The gross harvests of grain and sugar beets were the highest ever. The greatest contributions to the republic's granary were made by the grain farmers in Pasvalskiy Rayon, who harvested 42.1 quintals of grain per hectare, farmers in Kedaynskiy Rayon, who harvested 37 quintals per hectare, and farmers in Radvilishskiy and Ionavaksiy rayons, who harvested 36 quintals per hectare. Grain farmers in Kapsukskiy, Shakyayskiy, Vilkavishskiy, Kaunasskiy, Birzhayskiy, Pakruoyskiy, Ionavskiy, Shyaulyayskiy, and Panevezhskiy rayons harvested over 30 quintals per hectare. At 17 kolkhozes and sovkhozes the grain yield exceeded 50 quintals per hectare, and at the "Draugiste" kolkhoz in Pasvalskiy Rayon the yield was 62 quintals per hectare.

Beet farmers in Kapsukskiy and Vilkavishskiy rayons harvested over 400 quintals of sugar beets per hectare. The gross yield of potatoes in the republic was 45 percent higher than in 1983.

We can feel gratified that since the beginning of the five-year plan there has been an increase every year in the procurement of coarse and rich fodder. Last year an average of 16.1 quintals of feed units per head of livestock was procured; this is almost twice the amount procured in 1980. For the first time



the annual plans for the production of all varieties of this type of fodder were not only fulfilled, but exceeded.

This was the primary factor behind the increased success in the development of animal husbandry. We never before obtained as much milk as we did last year or fattened as many animals to be used for meat, or collected as many eggs. The volume of these products sold to the state last year was more than ever before. Compared to 1980, there was a 15 percent increase in the production of meat and milk at farms in all categories, a 14 percent increase in egg production, and the sale of these products to the state increased by 23, 35, and 21 percent, respectively. Last year for every 100 hectares of farmland, we obtained 807 quintals of milk and 191 quintals of meat (on the hoof weight).

I believe that we are all gratified to know that the increase in the output of livestock products in recent years is due primarily to an intensification of animal husbandry operations, that is, a rise in the productivity of livestock. For example, there has been a 2 percent increase in the dairy herd at farms in the public sector since the beginning of the five-year plan, and a 379 kg, or 13 percent, increase in the milk yield per cow. Last year in six rayons the cows' average productivity reached 3500 kg of milk, and workers at dairy farms in Kaunasskiy and Kapsukskiy rayons approached average yields of 3900 kg of milk per cow.

Other indicators of intensification in animal husbandry are also improving. For example, the average daily weight gain of cattle in fattening lots at kolkhozes and sovkhoses rose from 560 grams in 1980 to 596 grams; this same indicator for hogs rose from 388 to 447 grams; and the selling weight of young cattle increased from 388 to 412 kg. The number of farms where the cattle in the fattening lots gain an average of 800-900 grams per day is rising, along with the number of farms where hogs gain an average of 600 grams or more.

Favorable management conditions and material incentives for stepping up production and increasing its efficiency that were introduced in decisions of the May (1982) Plenum of the our party's Central Committee have opened up great opportunities for strengthening the economic position of kolkhozes and sovkhoses. The majority of managers of our farms, their subdivisions, and party organizations, and agricultural specialists have managed to do a fairly good job of taking advantage of these opportunities. Evidence of this can be seen in the improved results of the kolkhozes' and sovkhoses' economic activities. Last year the net income and profit of kolkhozes, sovkhoses, and interfarm enterprises increased more than four-fold over 1982, and profitability rose from 9.6 to 31.2 percent. For two years now the republic has not had any unprofitable farms.

Our party has always placed high value on conscientious, selfless labor for the good of the socialist homeland and the Soviet people. Comrade Mikhail Sergeyevich Gorbachev stressed that "we will do everything to support, encourage, and elevate those who demonstrate their honorable and conscientious attitude toward the fulfillment of their social duty through deeds and practical results, not just through words."

The Communist Party and the Soviet state have also had high praise for the achievements of Soviet Lithuania in agricultural development. Last year the CPSU Central Committee offered hearty congratulations to the republic's workers in connection with their successful fulfillment of the plans and socialist obligations for the sale of products from the plant industry to the state. In recent years the republic has won the all-Union socialist competition for successful wintering of livestock twice in a row. Our farmers have received bonuses numerous times for achieving high indicators in the cultivation of sugar beets and flax, and efficient utilization of equipment. Every year quite a few farmers are awarded USSR orders and medals and win the State Prizes of the USSR and the Lithuanian SSR, and many of them are given the title of honored worker of the republic.

Our agricultural workers have made noticeable gains. Through their selfless labor, wisdom, and persistence they have overcome a number of difficulties and have embarked on a broad course toward intensive management, and the economic and social prosperity of our rural areas. This has not been an easy course, it has been marked by combat and labor feats of our best people and patriots of our native land. The names of many of our remarkable people have been inscribed for all eternity in the historical chronicle of our socialist countryside.

It is wonderful that even in this hall there are still quite a few comrades who were among the first to cross the threshold into the new life of the kolkhoz; they brought with them the working peasants, organized the first kolkhozes, did everything possible to strengthen them, and have been managing the farming collectives successfully for many long years. They taught a new generation of rural patriots through their wholehearted selflessness and their own personal example, and they are continuing today to help the party and the people meet the noble goals and tasks of the Food Program.

This group includes Kostas Glikas, Hero of Socialist Labor, chairman of the Order of the October Revolution kolkhoz imeni Lenin in Shakyayskiy Rayon, and former people's defender; Povilas Maskolyunas, director of the "Kurshenay" sovkhov in Shyaulyayskiy Rayon and former people's defender; Kazimeras Rakauskas, chairman of the "Chyulenay" kolkhoz in Moletskiy Rayon and former people's defender; Romual'das Vishinskas, chairman of the "Aushra" kolkhoz in Shakyayskiy Rayon and former partisan; Al'bertas Meylus, chairman of the kolkhoz imeni the 60th Anniversary of the USSR in Panevezhskiy Rayon and veteran of the Great Patriotic War; Yuzas Mezhlayskis, chairman of the "Sheshupe" kolkhoz in Kapsukskiy Rayon; Yuzas Dovidaitis, former director of the "Skaraytishke" sovkhov in Raseynskiy Rayon; Yuzas Kondratas, former chairman of the "Lenino kyalyu" kolkhoz in Ukmergskiy Rayon and veteran of the Great Patriotic War; and Genovayte Bundzene, former chairman of the "Kyalyas i komunizma" kolkhoz in Kaunasskiy Rayon. Former working peasants who are still managing farm subdivisions or working selflessly in the fields and on farms include: Vitautas Chipas from Kupishskiy Rayon, Hero of Socialist Labor; Vladislovas Mitka from Pasvalskiy Rayon; Vitautas Vaychyulis and Zose Rimeykene from Shyaulyayskiy Rayon; Stase Kazenene from Pakruoiskiy Rayon; and many others. We also have Yuzas Uloza, an underground Komsomol member and in the post-war years a brave people's defender, who later served for many years as head of the livestock farm of the "Staklishkes" kolkhoz in Prenayskiy Rayon,

and winner of many orders; and Rozhe Launikonene, Hero of Socialist Labor and former milker at the kolkhoz imeni Chernyakhovskiy in Kapsukskiy Rayon. There are former farm managers with many years of service: Semen Bogomol'nikov, chairman of the "Klovinyay" kolkhoz in Utenskiy Rayon; Nikolay Burenin, director of the "Vil'kishkyay" sovkhos in Shilutskiy Rayon; and many other veterans of the kolkhozes, who, unfortunately, could not all be present today.

Permit me, on behalf of the Central Committee of the Lithuanian Communist Party, the Presidium of the Supreme Soviet, the Council of Ministers, and all the workers of Soviet Lithuania, to express to you, the veterans of the kolkhozes, our sincere gratitude for your great contributions which laid the foundation for today's socialist agriculture, and for your continuing role in the vanguard of our farmers today. We wish you good health, personal happiness, and tireless energy in your social work.

It would be impossible to list the names of all those in the younger generation who are the leaders and managers in agricultural production, who have inherited from our veterans the selflessness and firm resolve to continue the work started by the veterans. Remarkable new people are constantly filling their ranks. They include Al'girdas Malinauskas, Zigmantas Dokshas, and Valeriya Narbuntene, Heroes of Socialist Labor; and Yadviga Bel'skene, Laymute Meldaykene, and Vitas Yashkauskas, winners of all three degrees of the Order of Labor Glory. There are also the reknowned farm managers Genrikas Kretavichyus, Vintsas Marazas, Al'fonas Gedraytis, Prantsishkus Ramonas, Ivan Parfenov, Edvardas Yankovskis, Pyatras Aleknavichyus, and Apolinaris Kvetkauskas. We must also mention the most experienced agricultural specialists who are doing creative work, middle-level managers and administrators Aleksandra Narkuvėne, Yurgis Mitas, Ramutis Nasvitis, Vlada Andryulėne, Ona Gechyauskėne, Emiliyus Martinaytis, Darina Kubilyute, Zena Grigaytene, and many others.

Those who work right in the fields and on the farms have earned the gratitude of all the people. Among those who are known for their remarkable labor results in their own collectives and throughout the republic are plowmen Al'bertas Marazas from the "Krakes" kolkhoz in Kedaynskiy Rayon, Pyatras Yankus from the experimental farm of the Vezhaychyayskiy affiliate of the Farming Institute, and Stefaniya Serzhantovich from the "Pobeda" kolkhoz in Vilnyuskiy Rayon; combine operators Laymutis Lelyukas from the "Kemenay" kolkhoz in Pasvalskiy Rayon, Povilas Tapinas from the "Salochyay" kolkhoz in the same rayon, and Antanas Shul'tsas from the experimental farm of the Hydraulic Engineering and Land Improvement Institute.

The ranks of milkers who have reached the 6000 kg mark are growing. Last year another 10 remarkable masters joined their ranks, and several days ago they were awarded the title of honored livestock workers of the republic. There are now 22 milkers in this group. Last year Kazimera Bal'chyuvėne and Yanina Zhemaytene from the Agricultural Academy's teaching farm, Ona Andryushkyavichėne from the Farming Institute's experimental farm, and Angele Sheshtakauskėne from the "Skemyay" kolkhoz in Radvilishkskiy Rayon got almost 7000 kg of milk per cow, and Ona Kivilėne from the "Atzhalinas" kolkhoz in Panevezhskiy Rayon and Stefaniya Klishyavichėne from the Agricultural Academy's teaching farm obtained more than 7000 kg of milk per cow.



Many of our livestock workers and hog farmers are working valiantly. Last year the young cattle fattened by Yelena Linkuvėne from the Animal Husbandry Institute's Baysogal'skiy experimental farm and Antanas Grudzinskas from the "Ritu aushra" kolkhoz in Kedaynskiy Rayon gained more than 1 kilogram year per day. On the whole, last year 40 more people joined the ranks of leading workers who achieved weight gains of over 100 grams per day in their young cattle. Twenty-three of the best hog farmers achieved daily weight gains in hogs in fattening lots of 620 grams and more, and the hogs fattened by Marite Andryushkyavichėne from the "Paezheryay" kolkhoz in Vilkavishskiy Rayon and by Pyatras Shlyazhas from the "Nauyas givyanimas" kolkhoz in Pavalskiy Rayon gained 684-707 grams per day.

The gains made by our agricultural workers as they put into practice the decisions of the 26th CPSU Congress and subsequent plenums of the CPSU Central Committee are due to more directed, consistent, and concrete guidance from the party, and more active and effective work primarily by gorkoms and raykoms, but also by rayon soviet executive committees and the councils of agro-industrial associations. In this regard, one should make special mention of the work of the Pasvalskiy, Kaunasskiy, Ionishskiy, Varenskiy, Ionavskiy, Kretingskiy, Birzhayskiy, Radvilishskiy, and Shalchininskiy raykoms and the Alitus gorkom, which is being organized skillfully and energetically by their first secretaries, comrade Stasis Bartkus, Hero of Labor; comrades Vladas Sneshka, Adol'fas Gushchinas, Yulyus Bazis, Edvardas Prikhodskis, Valeriyenas Kubilyus, Yuzas Yutsyus, Pyatras Shidlauskas, Ivan Mikhail'kevich, and Gennadiy Konoplev.

For their valiant, tireless labor, for their great contribution to realizing the goals of the Food Program, for strengthening the might of our homeland and raising the people's standard of living, we express our deep and sincere gratitude to all the best people in our rural areas, to the common workers, specialists and managers, communists and non-party members, and we wish them future success in their labor.

The great contribution of hundreds and thousands of our leading workers, and many leading farms and rayons to the achievements in the republic's rural areas is valuable in and of itself. Even more valuable, however, is the example they have set which mobilizes others and their instructive experience. This is especially important for us because it provides convincing evidence of the immense opportunities that exist for further intensification and increases in the efficiency of agricultural production.

Our party and its Leninist Central Committee view this as the most important and urgent task in their economic policies. At the special Plenum of the CPSU Central Committee, comrade Mikhail Sergeyevich Gorbachev, general secretary of the CPSU Central Committee, stressed that "We are faced with the task of reaching a clear turning point in shifting the national economy to a course of intensive development."

Consequently, the main purpose of our meeting today, to summarize what has already been said and to focus more attention on the weak areas, is to concentrate our efforts on resolving those tasks which must be resolved immediately. The primary goal now is to fulfill the plans and socialist



obligations for the current year and thus provide a successful beginning for the next five-year plan.

I would like to start this discussion by citing some basic results of the farms' economic activities. By this I mean the final results of the economic activities of each collective. We must take a serious approach to the evaluation of these results. We shouldn't be complacent just because, as noted earlier, there was an increase in the gross agricultural output last year, we have no unprofitable farms, there was an increase in the farms' profits and net income, and a rise in the profitability of agricultural production in the republic. A more in-depth examination reveals that our situation here is not as favorable as it could and should be, and that there are still quite a few weak farms and even rayons that are lagging behind.

Principles of rational management are certainly not followed everywhere. We are all concerned by the fact that last year gross agricultural production in Shilalskiy and Plungeskiy rayons not only did not increase, but even declined somewhat.

Net income among all the republic's kolkhozes increased by 20 percent, while at kolkhozes in Panevezhskiy, Klaypedskiy, Yurbarskiy, Alituskiy, Raseynskiy, Tauragskiy, Moletskiy, and Vilnyuskiy rayons, increases ranged from 40 to 70 percent, and in Ukmergskiy rayon there was a 5 percent decrease.

Last year there was an improvement in the operations of sovkhoses, with total profits increasing by 24 percent. The most significant advancements were made by sovkhoses in Mazheyskiy, Shvenchenskiy, Lazdinyanskiy, Moletskiy, Ignalinskiy, Alituskiy, Pakruoyskiy, and Shilutskiy rayons. However, sovkhoses in Anikshayskiy, Akmyanskiy, and Plungeskiy rayons showed profits of 5 to 11 percent less than in 1983.

We are also concerned by the fact that there are still quite a few farms that show losses in the production of several types of products. Although the number of such farms declined somewhat last year, there are still 209 kolkhozes and sovkhoses with unprofitable production of grain, 433 with unprofitable potato production, 21 with unprofitable sugar beet cultivation, 114 with unprofitable hog fattening operations, and 17 with cattle fattening operations that are not profitable.

We have in attendance here today managers from these farms and secretaries of their party organizations. We ask them to give some serious thought to this question. What does it mean to fail to make a profit in the production of certain products? It means that the interests of the state and all the people are in opposition to the interests of those people responsible for the production of the unprofitable article. Can a situation really be tolerated in which the more goods that are produced and sold, the greater the loss suffered by the collective? This is not just an economic issue, but a political one as well. The people organizing production and labor and managing the farming collectives must immediately draw the necessary conclusions.

The party and the state have created favorable economic conditions for the profitable cultivation of all agricultural crops and the production of all

types of livestock products. And the absolute majority of farms, making skillful use of these conditions, are doing just that, and every year they increase production efficiency and provide incentives for farmers depending on the results.

Where do the losses start? We do not intend to go into all the details. This is the responsibility of the administrators, production managers, and agricultural specialists directly involved. One thing should be clear, however, and that is when even one link of the chain of measures and operations leading to the final goal breaks down, the failure begins.

Let us consider, for example, the cultivation of potatoes. The situation has improved somewhat, but we have still not achieved the expected turnaround. And what can one realistically expect, when, for example, last year in Yurbarkskiy, Anikshchayaskiy, Plungeskiy, Mazheyskiy, Tauragskiy, and even Kapsukskiy rayons the number of farms with unprofitable potato farming not only did not decline, it even increased. The situation will not improve until potatoes are viewed by farm managers as a crop on equal footing with other crops, and the same concern is shown for the cultivation of potatoes as for that of other crops. Without big harvests we cannot expect to make a profit and a net income, and we cannot achieve profitable production. This, it would seem, is an elementary truth. Last year, however, the potato yield at 125 farms did not even reach 100 quintals per hectare, and it was below 50 quintals at 11 farms. These farms were mainly in Kelmeskiy, Kretingskiy, Klaypedskiy, Yubarkskiy, Radvilishkskiy, and Trakayskiy rayons.

The same thing can be said about some other crops, especially grain crops. We have not even come close to exhausting all the reserves available for increasing grain production. Last year 120 farms harvested less than 20 quintals of grain per hectare, and 52 farms harvested less than 18 quintals. Incidentally, the soil on the majority of these farms is relatively fertile and has been rated at 30 points or more. Frankly, we can truthfully say that essentially all farms have opportunities to raise their yield of grain and other crops. All that is needed is a creative approach to the matter and thorough utilization of the entire complex of agrotechnical, plant breeding, and other measures, this applies especially to improved lands, and no detail should be overlooked. As in all serious issues, there are and cannot be any details that do not deserve attention.

There are still many unutilized reserves in animal husbandry as well. Last year at 23 farms the average productivity of the cows did not even reach 2500 kg of milk. At some farms the breeding and fattening of the livestock, including purebred heifers and cows calving for the first time, are not being carried out intensively enough. There are quite a few farms where the weight gained by livestock did not even reach half that achieved by our leading farms. In some rayons part of the farms are still selling underweight young cattle. This results in losses in beef production.

There are still more unutilized opportunities for further intensification of agricultural production and for increasing its productivity. As we discuss this today, I think you understand that we are referring to farms that are falling behind economically and farms that have achieved an average level of

development. The party and state have taken numerous effective measures to strengthen the economic position of these farms. This has helped many of them to get ahead. It has helped those whose managers approached the task at hand with a good party and state spirit and made efficient use of the aid that had been provided. Weak farms will continue to receive assistance. But with one condition: they must make efficient use of this aid. In other words, before a farm is given material, technical, or financial assistance, we must take a close look at the kind of person who will end up in charge of these resources. Aid cannot be given to a farm whose manager displays dependent tendencies, complacency, and carelessness, works without creative enthusiasm, uses outdated methods, and avoids innovations, or as the saying goes, lives only for today. Of course, aid is necessary in this sort of situation too, but it must be a different kind of assistance. This kind of farm needs a good, truly energetic manager, a person who has the ability and desire to uncover and make skillful use of internal reserves, who has an eye to the future and is fully determined to move into the future. We are striving to adhere strictly to this important principle in our work with personnel. This is a point we wanted to emphasize to the farm managers gathered here.

I believe that it would be especially appropriate here to mention the position presented in the speech by comrade M. S. Gorbachev, general secretary of the CPSU Central Committee; it is highly meaningful and very important in terms of our program: "We will fight against all manifestations of ostentation, pretense, arrogance, and irresponsibility, against everything that contradicts socialist norms." We will adhere strictly to this important party demand with respect to all of our personnel, no matter where they work. This was also emphasized unequivocally at the recent plenum of the Lithuanian Communist Party.

Comrades! In striving to resolve all the tasks with which we are faced, we should step up our educational work among the farmers, and we should do everything possible to increase their social and labor activity. The party has viewed and will continue to view increasing labor and social activity among the Soviet people, strengthening discipline, and developing patriotism and internationalism as some of the most important goals of all its ideological work.

Fulfillment of these goals is the most important responsibility of rural party organizations, secretaries of farms' primary party organizations, and all communists who work in rural areas. We have immense creative forces at our disposal here. There are over 41,000 communists working in agriculture. We must continue to strengthen primary party organizations and do everything possible to increase the vanguard role of each rural communist. You know that the arsenal of tools for ideological work is vast and varied. But today I would like to stress that a person can be educated successfully not only through purely ideological means. The kind of system used in the collective, the organization of production and labor, the rational and economical consumption of material, financial, and other resources, the rational utilization of work time, and the incentives given for achieving maximum final results all play a role in people's education and in their labor and social activity. Thus, it is extremely important that we achieve unity in our economic and ideological work.

An experiment demonstrated that the collective contract system based on internal cost accounting is an effective form in agriculture for increasing people's labor activity, organizing labor, and providing incentives. The regional seminar conferences on this issue that were organized at the end of last year by the Commission for Questions of the Agro-Industrial Complex under the Presidium of the LiSSR Council of Ministers and the Ministry of Agriculture were a good idea. They made it possible to provide a clear explanation of the essence and significance of the collective contract system and its organizational principles, and to analyze and disseminate the experience that had already been acquired. Under these conditions people have an interest not only in productive and high-quality labor, but also in treating collective property carefully. Discipline is strengthened, production resources and the wage fund are used more rationally and economically, and as a result, there is a decrease in production costs, profit and net income increase more rapidly, and profitability rises. We could cite a number of fine examples of this management approach. Advanced methods in this area are publicized extensively by the press, television, and radio. There should be no room here for hesitation or procrastination. It should be our goal to see that this progressive form of organizing labor prevails at all our farms this year.

Comrades! After this conference, the farm managers, secretaries of party organizations, and all the participants will return home and take an energetic new approach to their work. There is still much to be done. We have taken on ambitious socialist obligations. These are realistic obligations. We can not only fulfill them, but exceed them. This is the duty of every farming collective, as well as a matter of honor. The efforts of all farm managers, specialists, leaders of party, trade union, and Komsomol organizations, and farmers should be concentrated in this direction.

First of all, it is necessary to complete the preparations for the spring field work; every farm should do all the necessary preliminary work to ensure that the spring sowing is done at the best time and at a high agro-technical level. We can and must ensure that this year there will be an even greater harvest of all crops.

The preparations for the spring sowing are going well on the whole. But, as usual, there are still some shortcomings which must be eliminated more quickly. Some farms in Ionishskiy, Uskmergskiy, Shalchininkskiy, and Radvilishskiy rayons have still not finished working on the sowing equipment. Farms in Telshyayskiy, Shilutskiy, Shalchininkskiy, Tauragskiy, and several other rayons are behind schedule in their work on wide-track cultivators and sowing machinery. Enterprises under the State Committee for the Supply of Production Equipment for Agriculture need to finish their repair work on high-powered tractors more quickly. The delivery of nitrogen fertilizers is also a source of concern. For example, as of 18 March the plan for the delivery of nitrophosphates had been met by only 49 percent, and the plan for ammonium nitrate had been met by 83 percent. The Ionava "Azot" [Nitrogen] Production Association should do everything to see that its obligations to the farmers are met as fully as possible before the sowing begins.



The most pressing problem is providing the farms with diesel fuel. The reserves of diesel fuel at the farms are even lower than last year. Comrades I. Lanyauskas, A. Zorskas, I. Chernikov, and M. Grigalyunas should take steps to eliminate this shortcoming by the end of March.

This spring will be an intensive work period, especially at the farms that have not fulfilled the sowing plans for winter crops and did not finish the autumn plowing operations. Therefore, at these farms, but also at all the other farms, the plans for field work must be worked out especially carefully. Raykoms and agricultural administrations must promptly check the quality and practicality of these plans and schedules at each farm.

At the same time, it is necessary to do everything possible to bring the wintering of livestock to a successful conclusion so that productivity does not decline. The wintering of livestock has been going fairly well on the whole. In the first 2 months there was a 4 percent increase in the sale of milk, livestock, and poultry to the state over the same period last year, and a 5 percent increase in the sale of eggs. These indicators could be better, however.

There was a decline in the productivity of cows at farms in Kaunasskiy, Prenayskiy, Kayshyadorskiy, Rokishskiy, Shilalskiy, and Varenskiy rayons. At 257 farms the average daily milk yield per cow now is less than last year. The procurement of milk is lower than last year in 15 rayons, and 14 rayons showed a drop in the procurement of livestock and poultry. Raykoms, rayispolkoms, agricultural administrations, and farm managers and specialists must take immediate steps to eliminate shortcomings in the wintering of livestock.

Greater attention must be given to issues involving reproduction of the livestock herd. In the first 2 months of this year there was a 4 percent decrease in the number of calves delivered compared to the same period last year and a 2 percent drop in the number of pigs. The greatest drops in the delivery of calves occurred in Ionishksky, Lazdiyskiy, Kayshyadorskiy, Shilalskiy, Varenskiy, Ukmergskiy, Mazheykskiy, and Anikshchyayskiy rayons, while Trakayskiy, Telshyayskiy, Shilutskiy, Radvilishkskiy, and Varenskiy rayons had the greatest decline in the delivery of pigs. This means that we are already losing reserves for increasing the production of milk and meat.

We must establish strict control over the operation of each farm. The results of the farms' operations must be summarized on a weekly basis and everything possible must be done to encourage the workers.

We must do a better job of organizing the purchase of livestock products, especially milk, from the people. We have received signals that there has recently been an increase in the number of newborn calves slaughtered by the people. This must not be permitted. Farms must purchase the animals or make agreements with the people for raising them.

Earlier preparations should be made and everything necessary must be done to ensure that the drive of livestock out to pasture occurs with no losses, and detailed pasturing plans should be drawn up for the entire period. These are



well-known issues, but we are bringing them up now because far from all farms carry out these operations in a timely and proper way.

There is still one more issue that I would say is especially important--the fulfillment of plans for the social transformation of rural areas. Everything that is supposed to be done by the end of the five-year plan should be completed. It is already time to start thinking about plans for the future, however. We need to work out a sound program for the social transformation of rural areas for the 12th Five-Year Plan. The main goal is to step up the construction of rural housing as much as possible. This will require mobilization of all available resources and utilization of all our opportunities. An equally important task is the building of good roads. There are practical demands and opportunities to step up the development of the health care and recreation base for farmers. We need to build more sports facilities, swimming pools, rest centers, and health complexes for rural workers.

These and other measures should help keep more young people in rural areas. In the next five-year plan we are faced with the task of completing the network of rural vocational-technical schools.

All of our energies in the future should be directed toward achieving our primary goal--further intensification and greater efficiency in agricultural production. Agricultural science will continue to play an important role here. Our scientists should continue to draw up recommendations for farmers and they should strive to make them comprehensive. Agricultural specialists need to work more persistently to incorporate these recommendations into production. They should take full responsibility for this task.

Implementation of the Food Program is everyone's concern. We are gratified to note that the bonds of cooperation between farmers and city-dwellers are growing stronger and stronger, and that the working class is providing more and more assistance to rural efforts. We hope that this cooperation will continue to expand in the future and that its content will be enriched.

I would like to express my confidence in the fact that agricultural workers, united closely around the Communist Party and its Leninist Central Committee, will do everything to successfully fulfill the plans of the 11th Five-Year Plan and that they will meet the 27th CPSU Congress with new labor achievements.

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The conference participants were welcomed by members of the younger generation: kindergarteners, pioneers, school pupils, and students. Poems were recited that praised the farmers' labor, bread, the land, and peace. The young people expressed their determination to continue the work begun by their fathers and to serve as fine reinforcements.

Participating in the debates on the issue being discussed were R. Venkus, chairman of the "Skemyay" kolkhoz in Radvilishkiy Rayon; O. Kivilene, a milker at the "Atzhalinas" kolkhoz in Panevezhskiy Rayon and honored animal husbandry worker of the republic; S. Bartkus, first secretary of the Pasvalskiy

raykom and Hero of Socialist Labor; Z. Yuralovich, tractor operator at the "Za mir" kolkhoz in Shalchininkskiy Rayon and winner in the republic plowing competition; R. Matskyavichyus, fitter and instrument-maker at the Vilnius Radiometric Instrument Plant imeni the 60th Anniversary of October and deputy of the LiSSR Supreme Soviet; I. Papechkis, chairman of the "Banga" kolkhoz in Kapsukskiy Rayon; R. Kashauskas, writer, honored cultural figure of the republic, and winner of the 1984 LiSSR State Prize; A. Vigyalis, chief of the Shakyay Construction and Installation Administration; A. Bal'nenis, chief agronomist at the "Azhuolas" kolkhoz in Pakruoyskiy Rayon; A. Budvitis, director of the Lithuanian Farming Scientific Research Institute and corresponding member of the All-Union Academy of Agricultural Sciences imeni V. I. Lenin; and A. Bubnis, first deputy chairman of the Prenayskiy rayispolkom, chief of the agricultural administration, and chairman of the council of the agro-industrial association.

All the speakers focused attention on the need not only to consolidate, but also to add to the gains that have been made, to bring the 11th Five-Year Plan to a successful conclusion, and to lay a solid foundation for the 12th Five-Year Plan. This can be achieved only by stepping up the intensiveness of agricultural production, improving the organization of labor, introducing scientific achievements and advanced methods into production, and applying the collective contract system and internal cost accounting. Emphasis was placed on the need to strengthen labor discipline further and increase everyone's responsibility--from the common worker to the manager--for his own work and the quality of that work.

In meeting the spring of the final year of the current five-year plan, the farmers are full of determination to mark the 40th anniversary of the Victory in the Great Patriotic War, the 45th anniversary of the restoration of Soviet power in Lithuania, and the 27th CPSU Congress with new labor victories.

The conference participants sent a letter to the CPSU Central Committee, the text of which was read by P. Shidlauskas, first secretary of the Radvilishkiy raykom. A message to all the workers in agriculture and the agro-industrial complex in the republic was adopted.

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A festive concert for the conference participants began with a performance by the honored collective of the "Rasa" Folk Dance Ensemble. E. Gabrenayte, honored actress of the republic, and V. Kibartas, honored artist of the republic, welcomed the farmers with dramatic recitations. Artists from the "Letuva" State Academic Honored Folk Song and Dance Ensemble, the State Academic Opera and Ballet Theater, and the honored collective of the "Armonika" Ensemble gave professional and amateur performances. L. Apanavichyute, people's artist of the Lithuanian SSR, N. Shchyukayte and O. Valyukevichyute, honored artists of the republic, and other popular performers also took part in the concert.

## FEDIRKO ON ECONOMIC, SOCIAL EXPERIMENT IN KRASNOYARSK

Moscow VOPROSY ISTORII KPSS in Russian No 3, Mar 85 pp 14-27

[Article by P. S. Fedirko, CPSU Central Committee member, first secretary, Krasnoyarsk Kray CPSU Committee: "An Integrated Approach--the Will of the Times: From the Experience of the Krasnoyarsk Kray Party Organization in Managing a Long-Range Economic and Social Experiment"]

[Text] Each day in our country is filled with a life of challenging labor. The efforts of the Soviet people are directed at fulfilling the decisions of the 26th CPSU Congress and subsequent plenums of the CPSU Central Committee. We are now in the concluding year of the 11th Five-Year Plan, a year of active preparation for the next, the 27th Congress of the Communist Party.

"In the year of the approaching party congress," notes CPSU Central Committee general secretary, chairman of the Presidium of the USSR Supreme Soviet, Comrade K. U. Chernenko in an article titled "At the Level of the Requirements of Developed Socialism", "it is extremely important to attentively study all new and interesting things that have recently appeared in the activities of the party organizations without, of course, leaving the shortcomings in the shadows. We can note with satisfaction that an element of creativity has started to manifest itself with ever greater clarity in the work of a number of republic, kray and oblast party committees."<sup>1</sup> Among the party committees which are conducting an experiment on a wide front in different areas of management of the economy, science and culture, Chernenko names the Krasnoyarsk Kray CPSU Committee.

Over a number of years the kray's party organizations have accumulated significant experience in efforts to support integrated development of productive resources, to implement social programs of a major scale, to improve existing forms of organizational activity and ideological indoctrination, and seek new forms.<sup>2</sup>

Marching toward the 27th CPSU Congress, the kray's laborers have adopted high socialist pledges for early completion of the 11th Five-Year Plan and for acceleration of the economy's intensification and social development in 1985. There are plans for surpassing the labor productivity growth plan by 1 percent, for achieving not less than 95 percent of the increase in industrial production by raising labor productivity, and for reducing production costs 0.5 percent below the planned quotas.

Our gift of labor to the 27th CPSU Congress will be early commissioning of the ninth machine unit at the Sayano-Shushenskaya GES and new hydroelectric units at the Maynskaya GES. New capacities for production of heavy excavators will be placed into operation at the Krastyazhmash Association, and new capacities will be placed into operation ahead of schedule at the grain harvesting combine production association. The planned output capacity of the Borodinskiy open pit--25 million tons of coal per year--will be achieved in the Kansk-Achinsk fuel and energy complex (KATEK).

There are plans for fully completing the five year program of social development of the cities, rayons, enterprises, organizations, kolkhozes and sovkhozes.

Efforts to complete the plans are now proceeding at full steam. A creative approach by party organizations to managing all aspects of the life of society, to developing initiative and efficiency and to raising the responsibility of each person for assigned work is acquiring special importance. This is in keeping with the urgent requirements of the times, and it is an indispensable prerequisite of maintaining the party's course toward improvement of developed socialism.

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One of the most important features of the present stage of socialist construction is that development of the economy is acquiring an increasingly more balanced and dynamic nature. In accordance with the basic requirements of the economic laws of socialism, economic problems are being solved in this case in an increasing closer relationship to the objectives of our society's social and spiritual progress and improvement of the people's welfare.

The need for such an approach to economic and social development of the entire country and its individual regions is growing; in this approach, using Chernenko's words, both our plans and our business practices would be substantiated not just economically but also from the standpoint of political economics, and they would rest upon a knowledge and the full use of the laws of socialist economics.<sup>3</sup>

This is in keeping with the party's objective of accomplishing a transition to intensive management methods and achieving a steep rise in effectiveness of social production. As was noted at the 26th CPSU Congress, this objective is something to which "everything must be subordinated--acceleration of scientific-technical progress, improvement of the structure of social production, and of planning and control, and growth of the level of management."<sup>4</sup>

It is in this direction that Krasnoyarsk Kray is conducting a long-range economic and social experiment, in which the natural resources of the kray are to be effectively assimilated on the basis of integrated programs for development of the kray's productive forces in the next 10 years. This goal will be achieved by creating territorial-production complexes and industrial centers, and concurrently implementing major social measures.

Krasnoyarsk Kray was not selected for the experiment by accident. Development of the resources of the country's eastern regions is acquiring increasingly important significance. Back in 1918 V. I. Lenin wrote: "Development of these natural resources by the procedures afforded by the latest technology will provide the foundation for unprecedented progress of productive resources."<sup>5</sup> Over 40 percent of the union's brown coal reserves are concentrated in the kray, large deposits of ferrous and nonferrous metal ores have been explored, high quality Siberian forests occupy a large area, and rivers of the Yenisey basin are rich in hydroelectric power resources. The southern and central regions of the kray enjoy favorable conditions for development of farming and livestock breeding.



In the course of creating territorial-production complexes and industrial centers, the possibilities for developing the system of specialized production operations and the productive and social infrastructure in coordinated fashion are widening significantly; this will make it possible to insure a high rate of growth of production in different sectors of the national economy.

The greater scale of economic and social development of the entire country and of individual regions, and the tighter mutual relationship existing between the economic, social and spiritual progress of society require a search for new forms of planning which would correspond fully with the conditions for improving developed socialism, and which would make it possible to predict and carry out major tasks that are beyond the bounds of five-year plans and which are intended for the longer future. Development and implementation of 10-year integrated programs for the kray's development, as has been already confirmed by the accumulated experience, is providing a possibility for maintaining a deeply substantiated, consistent and purposeful approach to carrying out the long-range tasks associated with forming large territorial-production complexes and implementing social measures of a major scale.

In 1971 the CPSU Central Committee and the USSR Council of Ministers adopted the decree "On Measures for Further Integrated Development of Productive Resources of Krasnoyarsk Kray in 1971-1980."<sup>6</sup> This document foresaw a system of measures aimed at accelerated development of a number of progressive industrial sectors, improvement of the use of natural resources, noticeable growth of agricultural production, development of enterprises in light and food industry, and creation of new scientific institutions. Much attention was devoted in this case to housing construction and to erection of social, cultural and personal service facilities.

This program was successfully completed. In 1971-1980 industrial production was 2.3 times higher than in the previous decade. The level of agricultural production rose. A significant volume of housing, cultural and personal service construction was completed. The work of party organizations was enriched by new forms and methods.

Today the kray's laborers are directing their efforts under the guidance of the party organization toward completing the tasks of the next Krasnoyarsk decade. Its main goals are spelled out in the CPSU Central Committee and USSR Council of Ministers decree "On Measures for Further Development of Productive Resources of Krasnoyarsk Kray in 1981-1990."<sup>7</sup> Implementation of this program is a contribution to fulfilling the decisions of the 26th CPSU Congress. "In Siberia," it is noted in the "Basic Directions of the USSR's Economic and Social Development in 1981-1985 and in the Period to 1990", "accelerated growth of fuel industry, electric power engineering, nonferrous metallurgy, chemical, petrochemical, timber, pulp and paper, wood processing and microbiological industry, and construction industry is to be foreseen. The food base is to be strengthened in every possible way by improving agriculture and the sectors that process agricultural raw materials."<sup>8</sup>

Further formation of territorial-production complexes and development of industrial centers and regions is an object of special concern. Two large territorial-production complexes--Sayansk and Kansk-Achinsk, two industrial regions--Krasnoyarsk and Norilsk, and many industrial centers are being developed simultaneously in the present five-year plan. Formation of another two territorial-production complexes is to begin in the future--Severo-Yeniseyskiy and Nizhne-Angarsk.

Industrial production is to be increased in the kray by not less than 60-65 percent during the decade.

There are plans for developing the fuel and energy complex at a high rate, and to create new energy-intensive production operations on its basis in nonferrous and ferrous metallurgy and in chemical and petrochemical industry.

Implementation of these plans will be promoted by basic completion of construction of the Sayano-Shushenskaya and Maynskaya GES. The Berezovskaya GRES-1, the Berezovskiy coal pit No 1 and the Borodinskiy open pit No 2 will be placed into operation within the KATEK.

Nonferrous metallurgy will retain its leading role in the kray's economy. There are also plans for expanding and rebuilding the Norilsk mining and smelting, the Achinsk alumina and the Sorsk molybdenum combines, and for building the Gorevskiy Ore-Dressing Combine, the Sayansk Aluminum Plant and other plants. This work is now proceeding.

Ferrous metallurgy and machine building will enjoy further development. The latter will specialize in production of machinery and equipment for Siberia and the Far East. Special attention is being devoted to erecting the Krasnoyarsk Heavy Excavator Plant, and a significant proportion of its products will be used in open pits of the KATEK.

Timber resources are to be utilized more effectively by building large integrated wood processing enterprises.

New tasks have been posed before laborers of other sectors of industry, transportation, agriculture and construction.

Measures to widen the material base of scientific institutions, to focus their efforts on topics of importance and to raise the results of scientific research conducted by the kray's scientists have been defined, and steps are to be taken to hasten introduction of the accomplishments of science into production.

A vast program has been written for construction of residential buildings, children's nurseries, primary schools, hospitals, cultural institutions and athletic facilities.

All of this is proceeding within the mainstream of the course charted by the party toward intensification of the economy, qualitative transformation of productive resources, achievement of the highest possible labor productivity and all-out improvement of the welfare of the laborers.

These goals are what predetermine the features of the present Krasnoyarsk decade, and particularly its orientation toward increasingly fuller and more effective use of productive capacities, acceleration of scientific-technical progress, enlargement of the rate of growth of production by light industry, acceleration of development of sectors of the agroindustrial complex, and expansion of the scale of social measures.

The experience of Krasnoyarsk Kray shows that development and implementation of long-range integrated programs for development of a large region can become one of the ways of solving the problems connected with achieving an optimum combination between sector and territorial planning. Such programs make it possible to adequately account for all economic, sociopolitical, geographic, demographic and other factors, and to harmoniously reconcile state, sector and local interests.

One distinguishing feature of the Krasnoyarsk decades is that they embody the idea of integrated planning of the development of new regions, and they foresee mutually coordinated completion of economic, social and other tasks from the very beginning of formation of territorial-production complexes. This provides a possibility for all interested ministries, departments and organizations to approach solution of all of the problems facing them consistently and with regard for the long range, and thus to promote elimination of the many difficulties that are unavoidably encountered in the course of economic development of new territories.

The party's integrated approach to solving the problems of developing the country's eastern regions, and Krasnoyarsk Kray in particular, is yet another persuasive indication of the realism and innovative nature of its policy, in a time when, as Comrade Chernenko notes, "the sobriety of purely economic calculations is organically combined...with wide political vision, with the ability to generalize and express the most important things that shape both the present realities and the future of the Soviet economy."<sup>9</sup>

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The tasks of the kray's communists associated with mobilizing the laborers to implement the next Krasnoyarsk decade were discussed in early 1981 at a plenum of the kray party committee, and by all party committees and primary party organizations. The means by which to improve organizational and economic work and political education, and to focus the efforts of communists on the decisive sectors of the struggle to complete the party's assignments were determined in the course of the discussion.

Problems associated with formation of the KATEK occupy one of the central places in the work of the kray party organization. Development of the resources of the Kansk-Achinsk basin will promote development of the country's fuel and energy base, and it will become the contribution made by the citizens of Krasnoyarsk Kray to implementing the Energy Program, the provisions of which foresee "development of coal industry predominantly by increasing open pit coal mining in eastern regions, and accelerated construction of high-capacity thermal electric power plants using this coal."<sup>10</sup>

As with erection of other installations, in this case the kray party committee tries to see that all interested organizations would work together to solve production and social problems, and devote adequate attention to the human factor of production.

Problems concerned with the activities of party organizations in connection with erection of facilities at the KATEK are continually examined by plenums, party buros, the secretariat and departments of the kray committee. Among them are the things communists must do to insure effective use of labor resources within the zone of the complex, measures associated with ideological support to construction and commissioning of output capacities, and ways of improving trade and personal services to builders.

The kray party committee believes increasing the numbers of and forming stable labor collectives of builders and operators to be one of the key elements of work at the KATEK. If this task is to be completed successfully, it would seem necessary to intensify attention to housing construction and to erection of social, cultural and personal service facilities. The significance of such facilities is still understated at times. Unless this attitude is surmounted by interested ministries and departments, integrated development of the region's productive resources would be impossible.

In order to coordinate the efforts of ministries, departments and all interested organizations in integrated development of the KATEK zone, the kray party committee has created a coordination council on KATEK problems, headed by one of the kray committee secretaries. Officials of the ministries and departments participate in its meetings. The council examines problems concerned with planning enterprises and cities, with technical policy and with supporting the latest technological concepts in construction of the facilities. Special attention is being turned to the need for coordinated construction and commissioning of enterprises of coal mining industry and power engineering. To hasten construction of production, housing, cultural and personal service facilities, efforts are being made to create a local construction base at the KATEK, and a program for building construction industry and construction materials enterprises has been developed and is now being implemented. Periodically in the "capital" of KATEK, the city of Sharypovo, progress in erecting production, social and cultural facilities is thoroughly examined, and operational decisions are made. All of this is called upon to promote elimination of bureaucratic tendencies and insure maintenance of an approach to solving the most important national economic and social problems that is dictated by state interests.

During construction of KATEK facilities the kray party committee adopted a number of measures aimed at intensifying party influence upon the most important areas of construction. City party committees were formed in the new cities of Sharypovo and Borodino. Primary and shop party organizations and party groups were reinforced. Joint meetings of party committees helped to promote interaction between party organizations and to surmount bureaucratic elements. It is with this same purpose that secretary councils were created and other forms of work are being sought. Coordination of the efforts of party organizations to insure integrated development of the different regions could be even more effective in our opinion, were the



experience in developing new forms of work along these lines to be subjected to substantial scientific generalization. There is obviously a great deal of room for activity here for party historians and specialists in party construction, who could develop valuable recommendations on the basis of their research.

Efforts are also developing on a wide front under the guidance of party organizations at the kray's other construction projects. During the present five-year plan new machine units were placed into operation at the Sayano-Shushenskaya GES and the Nadezhdinskiy Metallurgical Plant at the Norilsk Mining and Smelting Combine imeni A. P. Zavenyagin, all still under construction, new grain harvesting combine production capacities were started up, and the Krasnoyarsk Heavy Excavator Plant put out its first products. In all during this time, over 200 large production facilities were placed into operation.

Implementation of measures aimed at fulfilling the USSR Food Program was elevated to one of the foremost positions in the course of solving the multifaceted problems of the country's economic and social development in the present five-year plan. Considering the territorial-production complexes are being formed and that more people are moving to the area as a result, one task posed in the USSR Food Program is acquiring special significance--that of insuring, in Siberia and the Far East, "an increase in the effectiveness of all agricultural sectors for the purposes of dependably supplying food to the population of these regions primarily through local production."<sup>11</sup> Completion of this task has become an inseparable part of integrated development of the kray's productive resources.

Problems concerned with the efforts of communists to mobilize the kray's laborers to fulfill the Food Program were examined in June 1982 at a plenum of the kray party committee. Comrade K. U. Chernenko took part in its proceedings and gave a speech. The efforts of communists are directed at insuring--in compliance with decisions of the May (1982) and October (1984) plenums of the CPSU Central Committee--coordinated development of all elements of the agroindustrial complex on the basis of production intensification, acceleration of scientific-technical progress, introduction of progressive farming systems, chemicalization of agriculture and implementation of an extensive land reclamation program.

The kray party committee maintains constant control over problems associated with providing the best equipment to agricultural production. In the present five-year plan the collective of the Krasnoyarsk Grain Harvesting Combine Production Association created and successfully tested models of a new highly productive combine, the Yenisey-1200. The kray party committee directed the efforts of communists to seeing that all problems associated with creating productive capacities and organizing production of new machinery would be solved promptly. The progress of the work was constantly monitored by the kray party committee, the party organization and the association's administration. Production of a new combine will make it possible to carry out the harvests in shorter time and with less losses, and thus it will promote an increase in production of cereal crops.

In the efforts to fulfill the Food Program, the kray party committee attaches important significance to strengthening ties of sponsorship between urban and rural laborers and to developing subsidiary farms for the enterprises. The collectives of two Krasnoyarsk plants--the Machine Building Plant imeni V. I. Lenin and the Aluminum Plant imeni 50-Letiye VLKSM--initiated a valuable movement directed at increasing food production in subsidiary farms and increasing sponsorship efforts in rural areas. Their initiative was supported by the CPSU Central Committee. The kray party committee planned and is now implementing measures to widely disseminate the initiatives of these collectives.

During the present five-year plan the mean annual agricultural production volume grew by almost 10 percent in the kray in comparison with the 10th Five-Year Plan. Production of grain, vegetables and meat increased significantly, and labor productivity grew. While we recognize the accomplishments, we are aware that there are still many unsolved problems in the development of the agroindustrial complex. Problems acquiring special importance include reinforcing agriculture with qualified personnel, supporting effective interaction among party, soviet and business organs, and raising the role of regional agroindustrial associations in solving the problems of agricultural production control.

Modern industrial and agricultural production cannot develop without accelerated introduction of the accomplishments of scientific-technical progress. "Today the basis for effective development is wide introduction of the accomplishments of science and technology into production,"<sup>12</sup> noted Comrade K. U. Chernenko. The dominant role played by science and technology in achieving the planned goals and in insuring the highest labor productivity was also emphasized in the decree adopted in 1983 by the CPSU Central Committee and USSR Council of Ministers, "On Measures to Accelerate Scientific-Technical Progress in the National Economy."<sup>13</sup> Implementation of specific-purpose integrated programs for development of the kray's productive forces requires outfitting the new enterprises with the most progressive equipment, and reequipping existing enterprises.

All of this is to be done not only in pursuit of purely production goals but also in solving social problems such as dramatically reducing and, in the future, completely eliminating heavy manual labor. What this means in the final analysis is creating conditions insuring harmonious and comprehensive development of the personality, which is especially important in the course of intensive formation of new collectives.

The kray party committee has always devoted considerable attention to organizational work aimed at accelerating scientific-technical progress. The tasks of the kray party organization associated with raising the effectiveness of production on the basis of scientific-technical progress were discussed in October 1983 during a plenum of the kray committee. The efforts of all party committees, business managers, soviet organs and trade union, Komsomol and other social organizations were directed at solving these problems.

The work of the party organization and collective of the Krasnoyarsk Metallurgical Plant imeni V. I. Lenin is of valuable practical interest. An efficient system of utilizing the accomplishments of scientific-technical progress was created here from the very beginning of its construction. These accomplish-

ments were utilized at all levels from planning the experimental research and designing the equipment to installing it and placing it in full operation. This made it possible to raise the productivity of the principal equipment by a factor of 2.5-3. In terms of production effectiveness the plant is one of the leading enterprises not only in the kray but also in the sector.

The kray party committee is making sure that all communists understand that the fight for scientific-technical progress must be a daily effort, one requiring constant attention. All party organizations have been given the task of raising exactingness toward business managers and specialists, and achieving faster introduction of the accomplishments of scientific-technical progress into production.

The kray has organized extensive publicity on the best experience in introducing the accomplishments of scientific-technical progress. This publicity is proceeding on the basis of an integrated plan of measures approved by the kray committee secretariat in 1981 and intended for implementation over a period of 5 years. These problems are being systematically examined by the technical-economic council of the kray party committee, which is providing practical assistance to party organizations in solving the problems concerned with accelerating scientific-technical progress. Steps are being made to make more effective use of the kray's scientific potential. An affiliate of the Siberian Department of the USSR Academy of Sciences, a university, five academy and 14 training institutes and their affiliates are operating in the kray. A large detachment of scientists are working here; they are actively participating in the specific-purpose integrated scientific-technical programs, which are so important to the kray's economy. In the last 10 years the volume of work done by scientific institutions has nearly doubled.

A unique feature of the present Krasnoyarsk decade stemming from the fundamental needs of the present stage of development of our society is, as is true for the entire country, significant intensification of attention toward implementing social measures. Implementation of major social programs is acquiring special significance to Siberia as a whole and to Krasnoyarsk Kray in particular. Problems associated with building new cities and settlements and with developing new labor collectives are solved in the course of formation of territorial-production complexes. Even in the case of the problem of reducing personnel turnover and creating stable labor collectives, which is not unimportant to Siberia, mutually coordinated solution of the problems of economic and social development would be of priority significance. But there is something even greater involved here: All aspects of the life of our society must be brought into full correspondence with the highest ideas about socialism. Successive implementation of the fundamental principle of socialism dictates the need for displaying, as Comrade Chernenko emphasizes, "constant concern for insuring conditions for working people that would allow them to reveal and apply their capabilities,"<sup>14</sup> in accordance with the requirements of socialist justice.

In addition to problems concerned with managing economic development, the kray party committee and all party committees are constantly dealing with the problems of housing construction, social welfare, personal services, public

health, development of culture and art, construction of social, cultural and personal service facilities, including in the kray's kolkhozes and sovkhozes, and production of consumer goods. Long-range programs have been written and are now being implemented in many of these directions. Since the beginning of the present five-year plan about 6 million square meters of housing space have been placed into operation, and new microdistricts consisting of houses with improved layouts have grown up in the cities and settlements. The material-technical base of public health and of the services is growing stronger. Eighty-eight new cultural and art institutions have opened their doors.

The kray possesses a vast network of cultural institutions--12 theaters, a philharmonic society, 14 museums, over 2,000 clubs and more than 3,000 libraries.

Party organizations are providing full support to a movement that has unfolded in Krasnoyarsk Kray with the slogan "We will transform Siberia into a land of high culture!" This movement is aimed at solving problems of a social and cultural nature associated with different aspects of social life, labor and personal life. New cultural institutions are being erected for this purpose. Steps are being taken to attract attention of creative unions and organizations more widely to the Siberian region. The efforts of the party organizations are also aimed at deepening the content of the work being done by the kray's creative collectives. Much is being done to improve esthetic education and to attain high culture in labor.

The initiative of citizens of Krasnoyarsk Kray was supported by the USSR and RSFSR ministries of culture, by many creative organizations and by laborers of other Siberian oblasts. Owing to the purposeful work of party organizations the ideas behind the initiative are now being perceived locally as an expression of the current aspirations of the people. We can assert that a certain turn has been achieved in the thinking of many party, soviet and business workers concerning development of the sociocultural complex. Solution of these problems is now being viewed to an increasingly greater degree as an inseparable part of implementing the integrated programs of the kray's socioeconomic development.

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Implementation of the programs of the kray's economic and social development requires that party organizations find forms of work which would correspond to the integrated nature of the problems being solved. This means imparting a more purposeful and planned nature to all work, organizing it with regard for not only immediate but also long-range goals, and planning it in such a way as to insure mutually coordinated solution of the problems of party leadership of all aspects of social development at all levels and with sufficient effectiveness.

The specific-purpose program approach in the work of party organizations is a particular way of achieving this end. With such an approach, we maintain a clear idea not only of the end goals but also of the intermediate steps on the way to attaining these goals, and it permits us to monitor the progress being made in specific areas.



In 1981 the buro of the kray party committee approved 12 kray specific-purpose integrated programs concerned with key problems of the kray's economic and social development. Such programs have been written and are now being implemented in the cities and rayons and in the labor collectives.

The kray has also developed integrated programs at different levels to deal with all of the most important problems of party management of economic construction and improvement of party organization and ideological work.

Work is being done with personnel in the kray on the basis of specific-purpose integrated programs adopted by the kray party committee and by all party committees and party organizations. These programs were prepared on the basis of a deep and comprehensive analysis of the state of personnel affairs, and they are directed at strengthening all areas of party, soviet and economic work with politically mature, resourceful and competent people. Implementation of these programs is helping to significantly improve the selection, placement and indoctrination of executive personnel, and to conduct purposeful work with them.

The kray has many executives distinguished by their state approach to the work, by their high responsibility and by their ability to work with people. Many of our accomplishments in economic development are associated with the competent work of executives such as Hero of Socialist Labor B. I. Kolesnikov, director of the Norilsk Mining and Smelting Combine; M. B. Grayver, director of the Krasnoyarsk Nonferrous Metals Plant; P. T. Shtefan, chief of the Sibkhimprom Construction Administration; V. K. Shishko, administrator of the Nazarovosel'stroy Trust; Hero of Socialist Labor A. F. Veprev, director of Nazarovskiy Sovkhoz; B. K. Tolasov, chairman of Krasnyy Khleborob Kolkhoz, and a number of others.

The party committees of the kray are seeking diverse forms of work with personnel. For example certification of executives has become an established practice in the work of the Divnogorsk City Party Committee. Its value lies in the fact that it makes it possible to accurately and objectively grasp the potentials and capabilities of a worker, his special training and his work qualities.

For these same purposes the kray CPSU committee and the city and rayon party committees are now holding regular interviews with executives; these interviews have been found to be an effective means of analyzing the personnel.

Successful completion of the tasks facing the communists and all laborers of the kray depends in many ways on the level of the work being done by primary party organizations.

In particular, the effectiveness of primary party organizations can be raised by purposeful efforts to admit young communists to the party and indoctrinate them; this work is being done on the basis of an integrated program approved by the kray committee buro. Its implementation is making it possible to consistently strengthen party influence upon the most important areas of economic and cultural construction, to redistribute communists with regard for formation of new labor collectives and for development of new forms of labor organization, and to insure replenishment of party ranks with the most worthy people.

Special significance is attached to raising the role of party organizations as the political nucleus of labor collectives. This is necessary because the labor collectives are becoming more active in solving the problems of production control and of social development of enterprises and organizations.

Additional possibilities for wide participation of labor collectives in solving economic and social problems have been opened up by the Law on Labor Collectives, by introduction of brigade forms of labor organization and by growth in the number of enterprises working under the terms of the economic experiment. Completion of major economic and social tasks in the course of implementing integrated programs for development of the kray's productive resources has the goal of promoting fuller and more effective utilization of the revealed potentials. This should be viewed as one of the directions of successive implementation of Lenin's ideas on socialist self-administration. And of course, new requirements are being imposed on the level and content of the organizational work and ideological indoctrination provided by party organizations.

An example of purposeful work by party organizations to raise the role of the labor collective in solving the most important production and social problems is the activity of the party organization of the Divnogorsk Low Voltage Apparatus Plant. This is the second year that the enterprise has been working under the terms of the economic experiment. During preparations for and conduct of the experiment the party organization conducted extensive explanatory work, and it took charge of the fight to raise production quality and achieve unconditional fulfillment of obligations associated with contracted deliveries. All brigades and all production sections were reinforced with communists.

Important significance was attached to spreading the brigade form of labor organization; 85 percent of the enterprises's employees involved in production are working in such brigades. Problems concerned with hiring and firing workers are solved by way of the brigades, and they maintain constant control over problems associated with strengthening production and labor discipline, fulfilling delivery obligations and promoting social and cultural development.

The plant party organization deserves great credit for the fact that last year labor productivity increased by 9 percent at the enterprise, and the plant was able to fulfill its contracted deliveries for the first time. Through its efficiently organized work it promoted mobilization of the efforts of the laborers to find the most effective ways of solving production and social problems.

Party organizations of the Krasnoyarsk Aluminum Plant, the Krasnoyarsk Medical Preparations Plant and a number of other enterprises also accumulated valuable experience in raising the activity of the members of labor collectives.

Party organizations are directing the initiative of the laborers toward developing socialist competition and toward finding forms of such competition which would satisfy today's requirements to the greatest degree.

Owing to universal support on the part of party organizations, a movement with the slogan "A full return from productive capital, and full utilization of productive capacities" has spread throughout the entire kray. It was initiated by collectives of the Norilsk Mining and Smelting Combine, the Sibtyazhmash Production Association, the Sibelektrostal' Plant and a number of other enterprises. This movement came into being because today, in a time when ever-larger numbers of enterprises are becoming operational, the task of making effective and complete use of production capacities is assuming priority.

The party organizations are using all resources of organizational work and political indoctrination in order to make competition promote growth in the output-capital ratio, to hasten introduction of the accomplishments of scientific-technical progress and to raise production effectiveness. The kray's collectives have pledged to provide the country with a billion rubles worth of additional products by encouraging the above practices. As of now they have already produced additional products worth over 900 million rubles.

The kray party committee is orienting the communists on introducing competition among associated operations more actively. Such competition was born during construction of the Sayano-Shushenskaya GES, and it demonstrated its effectiveness. This experience is now being utilized during construction of the Krasnoyarsk Heavy Excavator Plant, the Sayansk Aluminum Plant, and facilities of the KATEK.

A competition for successful completion of the quotas of 1985 and of the five-year plan as a whole, and for an honorable welcome to the 27th CPSU Congress, the 40th anniversary of the Soviet people's victory in the Great Patriotic War and the 50th anniversary of the Stakhanov movement is spreading through the kray.

Patriotic initiatives and remarkable labor achievements are produced by such competition. For example the brigade headed by Hero of Socialist Labor N. N. Mikhaylov, the chief smelter of the Norilsk Nickel Plant, was one of the initiators of introducing an advanced form of labor organization--the crew method of servicing electric furnaces.

Hero of Socialist Labor S. S. Tsiglimov, a combine operator in Legostayevskiy Sovkhoz, Novoselovskiy Rayon, is able to achieve high grain yields with minimum grain losses each year owing to quality repairs and competent control of the combine. On an annual average in the 11th Five-Year Plan he harvested over 19,000 quintals of grain, and in 1984 he harvested almost 23,000 quintals which is a record in the kray.

A. G. Sakharova, a delegate to the 26th CPSU Congress and the best weaver of the Krasnoyarsk Silk Combine, is perpetually studying and improving fast work procedures. She was one of the first in the kray to master new, highly productive equipment. Her experience was generalized and disseminated in the shop collective, and A. G. Sakharova taught her work method to 50 persons. Her brigade decided to complete the 11th Five-Year Plan by the 50th anniversary of the Stakhanov movement.

Such examples of a resourceful, interested approach to the effort are many in the kray's enterprises, construction projects, kolkhozes and sovkhozes. The leaders of the competition include the following heroes of socialist labor: V. G. Gudoshnikov, a fitter-toolmaker at the Krasnoyarsk Television Plant; I. I. Shal'kov, a turner at the Sibtyazhmash Plant; W. M. Veselkova, a weaver at the Kansk Cotton Fabric Combine. The kray party committee devotes constant attention to the need for thoroughly studying, publicizing and disseminating the most interesting work experience associated with initiating socialist competition and with developing the initiative and activity of the members of the collectives.

As was foreseen by decisions of the June (1983) CPSU Central Committee Plenum, increasingly more significance is being attached by party organizations to improving ideological and mass political work. The party committees are making an effort to raise its effectiveness, to strengthen its ties with particular problems of the 11th Five-Year Plan and to achieve a differentiated approach toward indoctrination. The efforts of the party organizations are directed at making ideological work actively promote solution of economic and social problems.

Marxist-Leninist education of the laborers and many forms of mass political work are being improved in the kray. Attention toward the problems of labor and moral indoctrination has grown. Work with young people has grown more active. Party organizations are making an effort to provide integrated ideological support to the construction of the most important national economic facilities. The experience of such support that was gained during construction of the Sayano-Shushenskaya GES is being introduced at the Krasnoyarsk Heavy Excavator Plant, at the Sayansk Aluminum Plant and at the KATEK. The problem now is to create a well organized system of ideological work and political indoctrination with regard for a competent combination between tested and established forms and the new, most effective forms of work in particular conditions.

Striving to constantly improve the style, form and methods of the work of party organizations, the kray party committee is focusing its attention on unsolved problems. The rate of growth of industrial production is still lower in the kray than foreseen by the five-year plan. Violations of contract discipline have not yet been eradicated. Product quality is rising too slowly, and the available production potential is not being used sensibly everywhere.

One of the principal reasons behind this is that some party committees are not providing strong leadership to organizational and political work directed at widely introducing progressive forms and methods of work and the accomplishments of progressive experience, science and technology. Attention to the problems of strengthening state, labor and production discipline is not adequate in many places. The party committees are still making mistakes in solving personnel problems, and they do not always monitor and verify execution of adopted decisions effectively enough.

Universal confirmation of a style of work in party organizations typified by maximum efficiency, purposefulness and persistence is a prerequisite of surmounting the existing shortcomings and difficulties.



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The concluding year of the 11th Five-Year Plan will become an important landmark for the kray's laborers on the road to completing the tasks specified in the CPSU Central Committee and USSR Council of Ministers decree "On Measures for Further Integrated Development of the Productive Resources of Krasnoyarsk Kray in 1981-1990." This year, as Comrade K. U. Chernenko noted, the work must proceed "beneath the banner of mobilizing all forces for successful completion of the present five-year plan and creation of a good, sound base for the 12th Five-Year Plan."<sup>15</sup>

The results of what had been done in the course of implementing the integrated programs for development of the kray's productive resources can be seen sufficiently well today. Territorial-production complexes are being formed, and they have recommended themselves as an effective form of organizing production and concurrently solving social problems. New enterprises are being built, existing ones are being reconstructed, and new cities and settlements are growing. The contribution made by the kray to the country's energy base is increasing. Sectors of the agroindustrial complex are developing. Attention toward the problems of accelerating scientific-technical progress and introducing its achievements into production is intensifying. Major social programs are being implemented.

Of course, all of this could have been expressed with statistics, but there is more to it than that. The experience of the Krasnoyarsk decades has itself dictated the need for assuming an approach to solving economic, social and ideological problems which would satisfy the requirements of developed socialism and be distinguished by deep grounds, realism and the possibilities for finding ways of solving multifaceted problems in their inseparable mutual relationship. This has become an indispensable prerequisite of successful pursuit of the party's course toward improvement of developed socialism. The Krasnoyarsk decades are promoting development of a new type of economic thinking in the wide laboring masses.

As was emphasized earlier in Comrade K. U. Chernenko's speech to voters of the Kuybyshev Electoral District in the capital on 22 February 1985, the party made it its objective "to insure, by as early as the late 1980s, a real turning point in accelerating scientific-technical progress and raising the effectiveness of the Soviet economy."<sup>16</sup> This would be impossible to achieve without intensifying attention upon the human factor of production. Gaining a universal understanding of this circumstance is one of the main goals of the great work now being done to reorient social consciousness.

In the course of the forthcoming election campaign the party organizations will discuss the urgent problems of improving party work, generalize the accumulated experience, reveal the causes of existing shortcomings and determine the ways of correcting them.

In the end of the last year Siberians residing in Krasnoyarsk Kray triumphantly celebrated the 50th anniversary of the kray's formation. The Order of the October Revolution was added to its two orders of Lenin.

Comrade K. U. Chernenko spoke to the laborers of the kray in glowing terms.<sup>17</sup> The high assessment given by the party and government to the labor of our fellow inhabitants of the kray is inspiring them to new accomplishments.

Today, on the eve of the 115th anniversary of V. I. Lenin's birth, it would be good to once again recall that the founder of our party and state was directly involved in the origins of the kray party organization. Serving out his exile in the town of Shushenskoye, which was a remote place in those years, he developed the principles of a proletarian party of a new type.

Now an affiliate of the Central V. I. Lenin Museum is being erected in Krasnoyarsk. Its opening will become yet another indication of our deepest respect for the memory of the founder of the world's first socialist state. This will be a major event in the life of the kray, and it will significantly expand the possibilities for propagandizing the revolutionary, combat and labor traditions of the party and people and for improving the efforts to indoctrinate the laborers with Lenin's life and activities as the example. But first of all our faithfulness to Lenin's cause is manifested in labor accomplishments for the good of the motherland. And the laborers of the kray, who are awaiting the party congress, are multiplying their contribution to completing the historical tasks of improving developed socialist society.

#### FOOTNOTES

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3. See Chernenko, K. U., "Na uroven' trebovaniy razvitogo sotsializma," p 13.
4. "Materialy XXVI s"yezda KPSS" [Proceedings of the 26th CPSU Congress], Moscow, 1981, p 107.
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7. Ibid., p 9.
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11. "Prodovol'stvennaya programma SSSR na period do 1990 goda i mery po yeye realizatsii. Materialy mayskogo Plenuma TsK KPSS 1982 goda" [The USSR Food Program in the Period to 1990 and the Measures for Its Implementation. Proceedings of the May 1982 Plenum of the CPSU Central Committee], Moscow, 1982, p 64.
12. Chernenko, K. U., "Dostoyno zavershit' pyatiletku, uskorit' intensifikatsiyu ekonomiki. Rech' na zasedanii Politbyuro TsK KPSS 15 noyabrya 1984 goda" [Honorably Completing the Five-Year Plan, Accelerating Intensification of the Economy. Speech at the 15 November 1984 Meeting of the CPSU Central Committee Politburo], Moscow, 1984, p 11.
13. See "Spravochnik partiynogo rabotnika. Vyp. 24. 1984" [Party Worker's Handbook. Number 24. 1984], Moscow, 1984, Part 2, pp 208-214.
14. Chernenko, K. U., "Na uroven' trebovaniy razvitogo sotsializma," p 21.
15. Chernenko, K. U., "Dostoyno zavershit' pyatiletku, uskorit' intensifikatsiyu ekonomiki," p 3.
16. PRAVDA, 23 February 1985.
17. See KRASNNOYARSKIY RABOCHIY, 7 December 1984.

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## ESTONIAN CORRESPONDENT ON GEORGIAN PUBLIC OPINION SURVEYS

Tallinn SOVETSKAYA ESTONIYA in Russian 5, 6, 8 Mar 85 p 2

[Article by SOVETSKAYA ESTONIYA special correspondent G. Rozenshteyn, Tbilisi-Tallinn: "Party Life: Friends' Experience: At the Living Crossroads of Opinions"]

[Text] As noted at the June 1983 CPSU Central Committee Plenum, Georgia is performing painstaking work to develop a system for the study, registration and shaping of public opinion and for broader introduction of the principles and methods of sociology to the practice of ideological work. This work assumed a more goal-oriented character following the CPSU Central Committee Decree "Organizational and Political Work of the Tbilisi City Committee of the Communist Party of Georgia" (February 1972), which was historic for the Georgian party organization and for the entire republic.

Today we begin publication of a series of articles on the experience of the Georgian party organization to develop a system for registering, shaping and forecasting public opinion and about how the Georgian Communist Party Central Committee takes account of the workers' position in resolving the entire spectrum of questions facing the republic party organization.

The trip to Georgia by the newspaper's special correspondent was not accidental. The June 1983 CPSU Central Committee Plenum had spoken of the experience of Georgian party members, and the CPSU Central Committee Decree "Participation of Estonian SSR Management Cadres in Political Indoctrination Work Among Workers" had noted: "Management cadres are obligated to persistently master the experience of economic and indoctrinational work gained in other union republics."



## 1. Science Provides a Reference Point

About two years ago, when entrance exams to universities had ended, a rumor rustled about Tbilisi: "Of course, only the children of highly placed parents were accepted into medical school, as usual. There's no reason for the son or daughter of a worker to even try to get there."

The newspaper TBILISI responded with an article under the rubric "Loose Tongue." With figures in hand, the newspaper set about disproving: 83 percent of those accepted for the medical institute were the children of workers and kolkhoz members. They also didn't forget about the "highly placed" ones. It turned out that the son of a central committee secretary and the daughter of the prorector of that same medical institute did not pass the competition...

I will take out of context the fact that the article in the newspaper was written from information and recommendations of the Center for the Study, Shaping and Forecasting of Public Opinion under the Georgian Communist Party Central Committee.

The need for studying public opinion hardly requires extensive proof. It is clear that the knowledge of public opinion on a particular burning issue is not important of itself. It is needed as a help for the scientific management of social processes and as a reliable tool for developing and making appropriate decisions. The fact is that behind the public opinion are the interests and needs of various social categories of workers, labor collectives and individuals.

The Center for the Study, Shaping and Forecasting of Public Opinion originated ten years ago under the Georgian Communist Party Central Committee in a long, determined search for new forms and more improved methods of studying public opinion. Speaking at a republic seminar-conference in the spring of last year, CPSU Central Committee Politburo Candidate Member, First Secretary of the Georgian Communist Party Central Committee E. Shevardnadze said that in setting up the center, the Central Committee proceeded not only from general considerations, but also from the specific tasks facing the republic and formulated with program precision in the CPSU Central Committee Decree on the Tbilisi Party Gorkom.

The tasks were to restore Leninist norms in all spheres of the republic's public life, to overcome the lag of Georgia's economy behind the average union indicators, to remedy certain deformations in social development and cultural construction, to perform successful work with negative phenomena, to normalize the moral-psychological climate in the republic, and to return its past prestige and authority. It was impossible to accomplish these tasks without the active, aware participation of all honest toilers of Soviet Georgia.

Science or, more precisely, applied sociology was called on for assistance and so a center was set up which, in the opinion of republic leaders, largely justified hopes. It became a scientific advisory body under the Central Committee.

Questions make up the essence of the center's work. Either the center asks questions or questions are asked of the center. This includes sociological research questionnaires, meetings with people at the place of work and residence, and appeals from the pages of newspapers and over radio and television. The counterflow consists of workers' letters addressed to the mass media or directly to the center: people in the republic already are well informed about it.

The questions asked the center vary widely. "What traits are most characteristic of developed socialism?" "It is said that the party only accepts young people. Is this true?" "Why are there such prices on imported goods? Who sets them?" Competent, thorough answers to the questions go under the cover of the collection entitled "Otkrovennyy dialog" [A Frank Dialogue], prepared by the center. These publications disappear from the bookshelves of stores with lightninglike speed. This is understandable, for those questions troubling many people are the ones chosen.

We will give the following example to obtain an idea about what the center's 18 staff workers do. Letters with complaints about the work of medical establishments have begun to come to the Georgian Communist Party Central Committee more and more often. Is this chance or a certain trend? Are one-time interventions sufficient or are more serious steps necessary? The center was assigned to learn public opinion.

Extensive material was collected and processed as a result, and conclusions were drawn which were submitted to the Central Committee. The Central Committee adopted a decree on measures to improve public health in the republic with consideration for the data received, which had taken in many workers' critical comments and suggestions. The scientists helped make this party document fuller, more accurate, and one that considered the attitude of various people to the problem.

And when it came time to check how the decree was being fulfilled they again turned to the center for help. It learned public opinion on what had been accomplished, what still was awaiting its turn and why. What additional measures were necessary? And so a new study appears which helps improve the work begun.

"More than 70 percent of our studies," Zurab Dzhibladze, the center's scientific secretary, told me, "were examined by the Secretariat or Buro of the Republic Communist Party Central Committee."

And so the Central Committee Buro examined results of a study of workers' opinion concerning operation of the Transcaucasus Railroad, the Georgian Civil Aviation Administration, administrative establishments, trade and everyday services enterprises, and others. Appropriate decisions were made after this.

"We have every opportunity for providing the populace with comprehensive, well thought out information," said Doctor of Philosophical Sciences, Professor Anzor Gabiann, the center's deputy director, sharing his thoughts. "The important thing is to assure a businesslike, creative mutual relationship in the work of mass information organs and the establishments which study public opinion."

How this appears in practice was related in a discussion by Nikolay Georgiyevich Cherkezishvili, editor of the republic newspaper ZARYA VOSTOKA.

"The Center helps us draw up very precise plans or, more correctly, orient ourselves in the trends of public life. For example, for a year now we have been running the rubric 'Private-Ownership Mentality is a Mentality of Immorality.' The Center recently conducted a study where it looked into the wants and needs of young people who were university students. They lead one to serious reflection. Take the following aspect: many students who have not earned a ruble in their lives already have costly luxury automobiles. This alarms me personally. This doesn't mean, of course, that every such car owner invariably will develop into a smart dealer and money-grabber, but... Then it might be too late. If that is so, this means we have to consider these points in our work as well. We now are preparing an article on the indoctrination of students and about troubling phenomena in the youth environment. I believe a frank, open discussion is necessary. No results will be obtained by keeping silent about it."

We will add to these words that the results of practically all the Center's studies are published with commentary in the newspapers and they are heard over the radio and television. The mass media present their pages and the airwaves to the heads of ministries and departments for presenting accounts to workers.

It stands to reason that the Center's associates alone are incapable of performing the enormous amount of work in which they are engaged. Councils for the study, shaping and forecasting of public opinion have been set up under party raykoms and gorkoms, and discussion clubs on current problems of social life have been set up under primary party organizations. All this is a unique base for the Center's work.

Doctor of Historical Sciences, Professor Georgiy Chkheidze, rector of the Public Opinion Institute under the Kutaisi party gorkom, tells about his institute, which is one such subunit:

"Our Institute has performed more than 30 studies in 10 years in which 500 persons took part. The results were discussed in gorkom departments, then at sessions of our Institute's scientific council and of the presidium and, depending on the nature of the problems, they were presented at a session of the gorkom buro, which made a decision and monitored the progress of its fulfillment."

The gorkom buro adopted a decree based on a critical statement by Hero of Socialist Labor Boris Vashakidze, a motor vehicle plant test driver. The Institute was assigned to study the moral-psychological climate in the plant's labor collective. They surveyed 1,010 workers, engineering-technical workers, employees and administration representatives, and many mistakes and omissions were identified. All data were thoroughly analyzed and became a subject of fundamental discussion at a session of the party gorkom buro. An out-of-town session of the Public Opinion Institute's scientific council was held in the motor vehicle plant's culture club, where scientists reported results of the

study to the enterprise aktiv. Today the situation at the enterprise is considerably better and healthier.

We also won't forget such an important aspect of the Center's work as coordination of the work of sociologists in ministries and departments. Soon there will be freed sociologists engaging in a study of public opinion in all the ministries. Today the Ministry of Consumer Services has 25 such workers, the Ministry of Trade has 8, the Ministry of Health has 6, and so on.

More and more often, the Center helps the republic Communist Party Central Committee analyze various aspects of party committees' work.

"Are we satisfied with our work?" asked Zurab Iosifovich, repeating the question. "Of course not. We must raise the professional level of studies. The key question here is the training of cadres of sociologists. If I am not wrong, there are 800 authorized sociologists in the republic, but not one of them has a specialized education. By decision of the Georgian Communist Party Central Committee, courses for advancing qualifications have been opened and operate for ten days twice a year."

The problem of forecasting public opinion... "This is a matter of the future," remarked Z. Dzhibladze. "It is a very important job. Remember that the June 1983 CPSU Central Committee Plenum oriented us on the need to move from evaluations of the status of ideological work to a forecasting of the evaluations. We have taken a small step forward here—we are setting up a bank of sociological studies in which all studies being done in Georgia are contained. When repeat studies are made we will look to see what changes have occurred—the machine will say."

Under present-day conditions, when the party is making a fundamental turn toward quality factors in all fields of public life, there is an especially great need for broader use of scientific work methods at all levels of party management. It is in this channel of large-scale tasks set by the June CPSU Central Committee Plenum that Georgia's party members are functioning with a sense of high responsibility.

## 2. The Collective Recommends

Public opinion cannot be opinion "in general." It forms around and concerning particular current problems, which V. I. Lenin called the "evil of the day." One such problem is the selection and placement of cadres.

I recorded in detail the story of Loyd Dzhikuridze, former party committee secretary of the Tbilisi Electric Locomotive Construction Plant (he now works as an instructor in the Georgian Communist Party Central Committee). The fact is that after thorough preparation, the first experiment in Georgia in which entire collectives took part in the selection of management cadres was conducted at the Kutaisi Motor Vehicle Plant and the Tbilisi Electric Locomotive Construction Plant. But everything in its course.



"Several years ago questionnaires were handed out at the plant where all questions generally reduced to one thing--the work of the republic Glavsnab [Main Administration for Material and Technical Supply]. The opinion of the working person was definite: material-technical supply was wretchedly organized. We heard more than enough about abuses and about other negative phenomena in the Glavsnab system. In response to a question of the survey, the collective also expressed its opinion about the 'ideal' manager: principled, accessible, and one who selected a staff from among unsullied workers. Then the plant collective assembled and gave us questions: 'Specifically whom would you like to see in the place of the head of Glavsnab?' I must admit that we became confused; we weren't ready for that turn of events. Then came a new suggestion: 'And if your director were Buadze?' Aleksandr Il'ich is a genuine present-day manager. He developed from a worker to director. He is a Georgian State Prize laureate and a deputy to the city soviet. The first commandment of manager Buadze is not to spare himself in organizing an assigned job. Aleksandr Il'ich also preserved a plant habit in Glavsnab of coming to work earlier than everyone else and leaving later than everyone else..."

The collective's choice was not accidental. The Tbilisi Electric Locomotive Construction Plant is a foremost enterprise and the level of the working class's awareness and activeness is very high here. On the other hand, it was such plants which suffered more than others from supply messes.

It must be said that the workers everywhere responded warmly to the Georgian Communist Party Central Committee's appeal to labor collectives. The selection went in a businesslike, concerned manner. Each candidate was studied thoughtfully by the collective, which discussed both the merits and deficiencies of the candidates and their job, moral and political qualities.

A critical situation took shape at the Rustavi Metal Designs Plant. Discipline was lame in both legs, as the saying goes, labor laws were being violated and a disrespectful attitude toward people almost had become the norm. Plant director A. Kiknadze was an experienced, sensible engineer, but he was condescending toward people's opinion, he didn't consider the moral and ethical consequences in his actions and he was deaf to criticism.

The situation at the plant had long troubled the Rustavi Party Gorkom. Then an accounting was heard from the director at a buro session and the party buro secretary and plant committee chairman answered together with him. But they didn't learn their lesson: the plant continued to be in a fever. All three had to be relieved of their positions. Engineer D. Kublashvili became the director at the recommendation of the labor collective, and the climate at the enterprise changed sharply. The plant, which had not fulfilled planning quotas since God knows when, began to be among the leaders.

The practice of the Georgian party organization confirmed that the method of selection and placement of cadres with consideration of public opinion not only facilitates the search for the optimum candidate for a management post, but also mobilizes that person and increases the sense of personal responsibility to the collective to whose recommendations the worker is obligated for his appointment.

A direct link is preserved between the manager and the collective which recommended him. Temuri Kvintradze, deputy party committee secretary at the Aviation Plant imeni G. Dimitrov, told me:

"We have advanced some 150 of our workers in recent years, and not just within the plant. Many party members already have given an account to the collectives and reported on how they are justifying the trust. They often discuss together the difficulties which have arisen in a new position and together they seek ways to overcome them. It isn't necessary to go far for an example: I myself was a shop chief, then I was appointed deputy and chief metallurgist at the collective's recommendation. And all this time I consider myself accountable to the collective and the collective keeps an eye on my work."

During our conversation G. Yenukidze, Georgian Communist Party Central Committee secretary, remarked:

"It is not only the manager who vigorously influences the shaping of public opinion, but the public opinion of the collective itself also acts as an important factor in shaping the manager. This is the principle which we use in working with management cadres: we familiarize them with survey results which contain a description of the manager given by subordinates, we teach them to draw proper conclusions from the criticism, and we try to ensure that regular accounts by managers to collectives become the norm."

Workers at the Rustavi Metallurgical Combine recommended V. Chivadze as chief of the tube-drawing shop. During a discussion Mikhaylov, an electricians' brigade leader, and worker Lomsadze cast a fly in the ointment: the person recommended should pay special attention to the form of mutual relations with subordinates and exclude cursing and peremptory shouting from use. That happened with Chivadze. And further, Chivadze would shelve matters of introducing new equipment.

And what about the words of criticism? After this memorable meeting shop chief Chivadze headed up a group which conducted the assembly and adjustment of a tube metallization line for the first time in the country. This is the latest promising direction in the sector which, according to the most restrained estimates, will almost double the service life of tubes, and Chivadze's contribution to this innovation is noticeable.

Several years ago an announcement appeared at the entrance room of the Tbilisi Electric Locomotive Construction Plant: "Polisher M. Makharashvili is recommended for the position of brigade leader. It is planned to advance young specialist R. Bregvadze to deputy chief of electromechanical shop. We await suggestions and wishes."

I wanted to find out just what had changed in these years. Here is what I found. A good hundred wishes and recommendations came in response to the appeal. The collective did not brush it aside, but carefully discussed the qualification, political level and organizing abilities and only after this gave its okay. The performance appraisal was far from a streamlined positive one. For example, the comrades said of Makharashvili that he was an excellent

specialist, had a good knowledge of the bottlenecks of production, and he was decisive, energetic and persistent. At the same time there were also complaints made about the future brigade leader--his decisiveness shifted at times to abruptness and he didn't always deign to explain his viewpoint completely. These features, harmless for a worker, might serve a brigade leader in poor stead. Makharashvili agreed with the critical comments. I was told in the party committee that Makharashvili worked on himself a great deal and kept the word given to his comrades. Today he is in charge of a brigade leaders' council of a major shop and has an inherent tolerance, objectivity in assessments, and the ability to find like-thinkers for a good undertaking.

I also inquired into the fate of junior specialist R. Bregvadze. At that time he had been advanced to the position of deputy shop chief, but today he already is in charge of the collective of a major shop.

Such a practice of advancing brigade leaders, foremen, deputy shop chiefs, shop chiefs and other managers in the republic is founded on scientific studies. For example, in addition to the brigade leader, the collective elects a brigade council of 3-7 persons by a show of hands. The council decides questions of the selection and placement of working cadres, their training and improvement of qualifications, distribution of the wage fund and bonus fund, combination of candidates for management positions, and so on.

According to sociologists' data, in 85 cases out of 100 in brigades with an elected brigade leader, the formal and informal leader of the collective is represented by a single person. The data of these studies are well known in the republic and it is understandable that the collectives and party committees themselves try as fully as possible to use this factor for improving human relationships, which permits constantly achieving ever better work.

In pondering all this, I had the thought that we too have brigade councils where KTU [exact expansion unknown] is used and where they handle the distribution of the wage fund and bonus fund, the selection and placement of working cadres and advancement of qualifications. But all this is oriented within the brigade, as it were, and as a rule does not go beyond it for now. It is true that we already have the first experience: in the Slantsekhim Association imeni V. I. Lenin a shop chief was removed at the demand of the labor collective and replaced by another specialist at the workers' recommendation.

The responsibility both of the candidates and of the collective must be mutual--this idea was constantly expressed by my companions. Today cadre transfers in Georgia with consideration of public opinion have become an everyday tool of organizational-party work. Here I would like to take note of the following interesting detail: the people themselves often suggest new forms and methods and new facets of the personnel problem.

It was necessary to fill the vacancy of director of the VAZ [vehicle made at Volga Motor Vehicle Plant] motor vehicle center in Tbilisi. It was decided to assign the Tbilisi Aviation Plant imeni G. Dimitrov to recommend its candidate for this position.

G. Khazaradze, deputy secretary of the plant party committee, became that candidate. But here the workers reasoned as follows: the work of the capital motor vehicle center touches on the interests of broad layers of the population and so the candidacy must be discussed for all Georgia to see. They invited television journalists. The broadcast turned out to be lively and filled. Television viewers not only supported the nomination in hundreds of letters, but also expressed themselves in favor of the form itself by which personnel problems were decided.

A collective's broad discussion of nominations and the ability of party organizations to take a critical approach to managers' actions sometimes produce unprogrammed results. For example, N. Sokolov managed the Vegetable Growing Sovkhoz imeni Sh. Rustaveli for many years and very successfully. Suddenly he began to let up. When the party members went to a meeting no one even thought about the retirement of an honored person. There was severe but friendly criticism. The purpose was to help a comrade who had done much for the farm and for people. But it turned out differently. In pondering the criticism the director arrived at the thought that he had to give up the position. He put the question point-blank before the Gagra Party Gorkom. The latter vacillated for a long while, but Sokolov's arguments were impressive. A young, energetic manager came to replace Sokolov who is successfully continuing his predecessor's traditions.

I would like to say a few words about working with a reserve. I became interested in an experiment at the Kutaisi Knitted-Goods Factory. Over a five-day period all managers from the brigade leader to director gave way to 48 young specialists. The plan for product sales was overfulfilled in these days and a new model was placed in production, as were three kinds of consumer goods.

The matter of the reserve at the Kutaisi Linotype Plant is arranged in a non-stereotyped manner. A unified system has been set up here for work with the immediate and future reserve of economic, trade union and Komsomol cadres and the people's control. A party committee working group directs their selection, placement and indoctrination. Party performance appraisals, personnel days and so on have become a firm practice here.

I was told in the Gladanskiy Rayon party committee that many party organizations had developed a system for registering critical comments. This material is registered at all stages through which a nomination passes, beginning with the moment it is placed in the reserve. Then the party committee has an opportunity to follow how the candidate performs his professional and social duties, how fully he considers criticism addressed to him, and how he copes with the deficiencies noted by the collective.

Have there been "punctures?" Yes, said my companions. And a plenum of the Georgian Communist Party Central Committee specified in particular that personnel mistakes were the direct result of an ignoring of public opinion. If all parameters of publicity and openness are maintained, mistakes are reduced to naught.



My companions both in the enterprises and in party committees emphasized that we take a very cautious approach to analyzing opinions about a candidate. Each statement requires careful filtration and analysis so that an extremely objective performance appraisal is obtained as a result. An individual's qualities can be identified precisely only when there is an opportunity to trace the entire path and the entire dialectics of the individual's development and establishment, possibly beginning with school. It is not easy to obtain such data, but it is necessary since this is a panacea against many mistakes.

"Democratic forms in personnel policy," said Georgian Communist Party Central Committee Secretary Guram Nikolayevich Yenukidze in a conversation, "are not a tribute to a temporary trend, but a fundamental party position. These forms are the result of those enormous democratic changes which occurred in the country's life over the last decades. The CPSU Central Committee Decree 'Participation of Management Cadres of Estonian SSR in Political Indoctrination Work' also is permeated with concern for an improvement of personnel work."

Today the inclusion of party organizations and the public in the resolution of personnel problems has become a commonplace phenomenon. In Tbilisi alone over 40 percent of workers appointed to management positions were recommended by the labor collectives. This practice is being developed and honed as it takes in ever newer layers of life.

### 3. A Word in Praise of the Performance Appraisal

Three years ago a group of workers of the republic's Ministry of Finance was being tried in Tbilisi. The minister himself, caught in bribery, also was on the hard court bench. When the sentence was heard everyone received it with satisfaction: the sorry financiers were sentenced to terms of from 3 to 15 years. But how could it happen that a bribe-taker made his way to the very responsible post of minister?

I asked this question of many people and all answers reduced to the following. Having turned up about ten years ago among the "nomenclature personnel," he hid once and for all behind a performance appraisal drawn up like a shield. It contained an abundance of exclamation marks. He was a superb specialist, an honest and incorruptible person deserving all trust, and he worked on himself regularly. Such was the performance appraisal, clearly drawn up according to stereotype. The manager ended up outside the control of party organs. The fact is that back at the dawn of his financial activity he had committed certain deviations from the norm which were mentioned in passing in early documents. But these deviations had evaporated from the later documents--they apparently couldn't be seen against the general favorable background...

This personnel blunder is more the exception, the result of the costs of past unfit practice when everything occurred under the arrangement: they would read the objective information (the basic questionnaire data), announce that the nominee had a positive appraisal, and the laconic "there is a proposal . . . any objections? . . . is approved" would be heard under the curtain of procedure.

But what, strictly speaking, is there to approve? Everything is written out in advance, because the fundamental documents--the performance appraisals--are like cucumbers from the same bed. The people in them seem to have been duplicated on a mimeograph. "Modest, works regularly to improve his ideological-political level, a competent specialist, morally self-controlled . . ." Not one wish or critical comment, not one blemish on a "heroic" biography, and not a sound about peculiarities of character or manner of acting. And how strikingly dissimilar they were from those performance appraisals which accompanied this same person removed from the post. It was no longer a fly in the ointment; it was a bit more, and everything good suddenly disappeared somewhere...

The modern manager... Time places ever higher demands on him. Major qualitative changes in the economy and in society's social development obligate him to be not only an engineer, but also an economist, sociologist, psychologist and indoctrinator. In short, in order to manage today one must have no small amount of talent. This talent also has to be noticed and evaluated in time.

Georgia's party members believe that without a thoughtful study of the merits and deficiencies of people and of their authority in the collective it is impossible to decide personnel questions. Any transfer or change of position must take place with maximum consideration given to the opinion of the collectives and party organizations. They practice such forms as questionnaire surveys on the quality and authority of management cadres, and accounts given by party member-managers.

Zurab Dzhibladze, secretary of the Center for the Study, Shaping and Forecasting of Public Opinion under the Georgian Communist Party Central Committee, recalled with a smile:

"About ten years ago, when I was in charge of the Center for Youth Problems, I decided to conduct the following experiment. I asked subordinates to write a collective performance appraisal on me. I passed out the questionnaires, they filled them out and returned them to me. I honestly admit that at first I took offense. That 'collective portrait' which my comrades painted contained more than just pleasant words. But after putting some good thought into it, I concluded that the people wished me well. I tried to get rid of those traits which had been unanimously condemned by the collective. When the questionnaire survey was repeated a year later I saw that my efforts had not been in vain."

Accounts by party members also had occurred earlier in the practice of the Georgian party organization, but they were more "for show," and took place only occasionally. Now, however, the Central Committee requires a completely different approach. Now the party performance appraisal of a party member which is approved at a party meeting is regarded as a necessary official document. All the people with whom I spoke said with conviction that the practice of giving accounts helps strengthen the control of broad layers of the population over the work of party members, no matter what posts they hold. This was the shortest path toward strengthening party ranks and toward developing the initiative and responsibility of party members.

The 19th Communist Party Plenum deemed advisable the procedure under which each party member would give an account to his party organization once every 4-5 years, between party congresses, with the approval of a party performance appraisal on him. This appraisal had to provide a specific, objective and strict evaluation of his work, conduct and attitude toward the job.

The decision to hold a unique "party certification" did not originate suddenly or accidentally. At first there was consultation with the aktiv, veterans and scientists. Public opinion was studied. As a result they formed a special working group for analysis and generalization of the practice of accounts by CPSU members and approval of their performance appraisal. Trifon Vakhtangovich Rostiashvili, deputy to the USSR Supreme Soviet, a member of the Georgian Communist Party Central Committee Buro and lathe operator at the Aviation Plant imeni G. Dimitrov, is in charge of the group. His deputy is Zh. Shartava, chief of the Organizational-Party Work Department of the Georgian Communist Party Central Committee. The group is made up of scientists, party workers, and representatives of newspapers, the radio and television.

Similar groups have been established in party gorkoms and raykoms and in the party committees of major enterprises. Here is what I was told by Givi Gomelauri, deputy chief of the organizational department of the Tbilisi Party Gorkom:

"Not one appointment to a management position takes place without a party performance appraisal. If the gorkom doesn't know the comrade well we turn to the performance appraisal which the collective gave him when he was recommended for the position. During approval at a buro session we advised the comrade to take account of the critical comments expressed by the collective. We again return to this and monitor how the person took the wishes expressed to him. Recently in the buro we approved a Central Committee instructor as chief of the gorono [city public education department]. In a half-year the gorkom department of schools will prepare materials and the buro will approve the party performance appraisal on him."

Our discussion with Givi Giviyeovich occurred at the beginning of February. By that time 3,535 of the 96,000 Tbilisi party members already had undergone party certification. Almost 2,000 primary party organizations already had joined in this laborious and complicated work.

"How does this look in practice?" asks G. Gomelauri, and he himself answers. "Three critics are assigned by decision of the party buros of the plant, shop and sector [khozyaystvo]. They carefully study how the party member is working, how he behaves in the collective and at home, and so on, i.e., they take in the entire spectrum of qualities and traits inherent to the given person. Does his work and conduct conform to the party Bylaws? Recommendations are made on the spot to give attention to something in particular."

Here is what I would like to add to this account. I was shown several party performance appraisals in the Central Committee. It was impossible not to see their nonstandard nature. For example, here were the phrases which described the people. "Hasty in deciding questions," "Loads himself down with

an excessive burden," "Elements of conceit are seen," "Outstanding agricultural specialist and experienced economist, but has an insufficiently detailed understanding of party-organizational work," "Hot-tempered in relations with people."

Let's return to the discussion with G. Gomelauri. I asked whether or not approvals of the performance appraisals always go smoothly.

"We aren't striving for this. It is necessary for criticism and self-criticism to reign at the open party meetings and that toadyism, unscrupulousness and the settling of personal accounts not be allowed. Let there be a principled, frank discussion. This is only to the benefit of the matter. Smoothly, you ask? During accounts by party members, three were expelled from the party, three received severe reprimands with an entry in their records, and there are other party punishments. We checked, and all decisions were just."

The rank-and-file party members are of the very same opinion, and not just concerning the performance appraisals. But first about them.

Fitter-assemblers Viktor Nikolayevich Rakovenko and Vakhtang Vladimirovich Kublashvili recently underwent certification at the Tbilisi Aviation Plant imeni G. Dimitrov. Rakovenko has worked 42 years in the same shop and in the same sector. In these years he became a specialist of the sixth category, an excellent innovator, and a disciplined worker of initiative. His comrades recommended him as brigade leader and chairman of the brigade leaders' council. He has been decorated with the orders of October Revolution and "Emblem of Honor." The comrades in the party spoke about all this at an open meeting.

"And there was sufficient criticism," Viktor Nikolayevich imparted to me. "That I rarely speak at party meetings. That I show rather little initiative as chairman of the brigade leaders' council. There was one other suggestion: I have to give more attention to the leisure time of brigade members. Everything is true. Now I am thinking about how to take advantage of the friendly advice and not let my comrades down. I can't do otherwise, for at the meeting I was looking into the eyes of my comrades Vasiliy Luk'yanov and Dmitriy Shekhovtsov..."

Vakhtang Vladimirovich joins the conversation. He has worked 26 years at the plant. Kublashvili is secretary of the shop party organization where 47 party members are registered.

"I had to experience something similar," he says. "My comrades took note of not only the good things in the performance appraisal, so that now I will have to work on myself. In general, here is what I will say approval of party performance appraisals sharply increases the activity of everyone--those who are doing the discussing and those who are being discussed. I think that this is especially urgent now when preparations for the 27th party congress are unfolding in the country. And the meetings are important not even just because they show a party member's social portrait. They provide a generous opportunity for improving work in all sectors."



I asked my companions the following question at the very end of the conversation: How do they evaluate the work of the republic party organization and the Georgian Communist Party Central Committee in recent years? I made a special point not to make the question specific. I wanted to hear what each of them put into this concept.

Rakovenko: It is important that they now take the local people into consideration.

Kublashvili: To consult with working people, to heed their opinions, to seek and find answers to any questions from them becomes the duty of all party members: both the rank-and-file and the managers.

The Georgian party organization is conducting a successful search in this very direction.

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## USUBALIYEV PLENUM SPEECH ON WORKING WITH CADRES

Frunze SOVETSKAYA KIRGIZIYA in Russian 26 Mar 85 pp 1-4

[Report by the First Secretary of the Kirghiz CP Central Committee Comrade T.U. Usubaliyev at the meeting of the Council of Elders of the Supreme Soviet of the Kirghiz SSR, 11th convocation, which took place on 26 March 1985 at 0900 in the hall of meetings of the Presidium of the Supreme Soviet of the Kirghiz SSR: "On the Tasks of the Republic's Party Organization to Improve Work with Cadres in Accordance with the Demands of the Extraordinary March 1985 Plenum of the CPSU Central Committee"]

[Text] Comrades!

The monolithic solidarity of our Communist Party's ranks and its indissoluble unity with the people are an inexhaustible source of strength for the party. The Soviet people trust their native party without restriction and actively support its wise domestic and foreign policy, which expresses the most fundamental popular interests.

The unity of the party and the people has been manifested with new force in connection with a grave loss -- the death of General Secretary of the CPSU Central Committee and Chairman of the USSR Supreme Soviet Presidium Konstantin Ustinovich Chernenko, an eminent party and state figure, ardent patriot and internationalist, and staunch champion of the triumph of the ideals of communism and peace on earth. The bright image of Konstantin Ustinovich Chernenko, a Lenin-type leader who devoted his entire life to loyal service to party work, building communism, and the selfless struggle for peace and the elimination of the threat of nuclear war, will remain forever in the grateful memory of the communists and working people of Kirghizstan, as of the whole party and the entire Soviet people.

Along with the entire party and the Soviet people, the communists and working people of our republic met with ardent approval the decisions of the extraordinary March 1985 Plenum of the CPSU Central Committee which unanimously elected Comrade Mikhail Sergeyevich Gorbachev General Secretary of the CPSU Central Committee. The Central Committee Plenum took place in an environment of exceptional unanimity and demonstrated the unwavering loyalty of the CPSU to the Leninist course of construction and peace, the monolithic character of party ranks, and the solidarity and unity of the Soviet people.

Communists and working people of Kirghizstan, like the entire country, received the vivid, inspiring speech of Comrade M.S. Gorbachev at the Central Committee Plenum with enormous emotion; this speech deeply revealed the strategic line of the CPSU to accelerate the socioeconomic development of Soviet society and improve all aspects of its life.

All our party and the Soviet people know Mikhail Sergeyevich Gorbachev well and respect him as a prominent figure of the Communist Party and the Soviet State. Working in the battle headquarters of the CPSU -- the Central Committee Politburo -- with the initiative, energy, and self-sacrifice which is characteristic of him, Mikhail Sergeyevich Gorbachev is making a large contribution to developing and implementing the party's general line and devoting his knowledge, rich experience, and organizational talent to dedicated service to the great cause of Lenin and the interests of the laboring people.

Allow me, comrades, on behalf of the communists and the entire people of Kirghizstan and on your behalf, to warmly and sincerely congratulate Mikhail Sergeyevich Gorbachev on his unanimous election to the highest post of leader of the Leninist party and wish him success and fruitful work in the name of the continued prosperity of the Soviet Motherland and in the name of the triumph of communism and peace on earth.

Wholeheartedly supporting the party's political course and joining ranks even more closely around the Leninist Central Committee and its Politburo, communists and all working people of Soviet Kirghizstan are again and again declaring their firm resolve to steadily increase their contribution to the economic and defense might of the Motherland through self-sacrificing shock labor.

Today all the republic's party organizations and labor collectives are conducting extensive propaganda and organizational work on the materials of the extraordinary March CPSU Central Committee Plenum and the meaning and significance of the Plenum's decisions are being brought to each working person. This helps increase the level of labor discipline, organization, and order in all sections of constructive activity further and successfully perform the tasks of economic and cultural construction.

The decisions of the March CPSU Central Committee Plenum, which received fervent nation-wide support, are convincing proof of the revolutionary continuity of Leninist party policy and its steadfast loyalty to the program precepts of the 26th Congress and the subsequent Plenums of the CPSU Central Committee. "The strategic line developed at the 26th Congress and the subsequent Plenums of the Central Committee with the active participation of Yuriy Vladimirovich Andropov and Konstantin Ustinovich Chernenko has been and remains unchanged," General Secretary of the CPSU Central Committee, Comrade Mikhail Sergeyevich Gorbachev emphasized.

This means that, relying on what was achieved earlier, utilizing all the best in practice in past years, and mobilizing the energy, will, and initiative of communists and all working people, the party will henceforth purposefully

carry on the struggle to realize the decisions of the 26th CPSU Congress and subsequent Plenums of the Central Committee and persistently implement its strategic line to accelerate the country's socioeconomic development and improve all aspects of the life of Soviet society. This means fundamental transformation of the material-technical base of production, refinement of the system of social relations, above all economic relations, and qualitative improvement of material conditions of life, labor, and the spiritual make-up of the individual.

Achieving these high constructive goals demands intensive, creative work by all party organizations from the top down. Comrade M.S. Gorbachev points out, "In all sections, communists must everywhere set an example of fulfillment of civic duty and conscientious labor for the good of society and they must everywhere affirm the Leninist style in work. This applies above all to party cadres and party and state leaders. The CPSU will steadily pursue the policy of raising standards and increasing accountability for the assigned work."

Receiving this instruction for unconditional guidance and action, the republic's party organization will do everything possible to insure that work with cadres and the style and methods of their political activity is improved even more in accordance with the directives of the CPSU Central Committee.

Comrades!

We always remember the Leninist position that economics is our main policy and the republic's party organization implements this policy through people, through cadres.

It must be noted that in recent years the republic's party committees have begun to approach questions of economic construction more purposefully and deeply and have intensified high demands on cadres for the results of economic activity.

This is having positive results. Kirghiz industry is exceeding the assignment for the first 4 years of the 5-year plan for growth rate of production volume by 5.6 percent. In these years 508 million rubles worth of output have been produced beyond the plan. Labor productivity increased by 15.6 percent; this is greater than the five-year plan assignment. The program to produce consumer goods is being successfully carried out. In the first 4 years 243 million rubles worth of consumer goods has been produced beyond the plan. The production of highest quality category items has increased by a factor of 1.8 since 1980, or by 300 million rubles. Kirghizstan's contribution to strengthening the country's unified national economic complex is increasing. One of the convincing examples of this is last year's 99.4 percent fulfillment of contract obligations for interrepublic deliveries of industrial items.

Collectives of enterprises of the electro-technical industry which are working in conditions of the large-scale economic experiment achieved appreciable successes last year. All basic indicators which they achieved substantially exceed similar indicators of other machine building enterprises. New enterprises have been included in the experiment as of this year. The



experience they have accumulated must be widely utilized as an important reserve for refining the economic mechanism in all sectors of the economy.

Agricultural laborers have overfulfilled the assignment of the first 4 years of the five-year plan for the production and sale to the state of all basic types of output. More than 6.2 billion rubles worth has been produced in these 4 years; this corresponds to the level of the five-year plan assignments. 75 million rubles worth of agricultural output beyond the four-year plan has been sold to the state. In the all-Union division of labor, the republic in recent years has specialized more and more in producing tobacco, alfalfa seed, and sugar beets.

Certain advances have been noted in capital construction. Since the start of the five-year plan, more than 4.7 billion rubles worth of fixed capital has been put in operation, more than 4 million square meters of living space and a large number of sociocultural and domestic projects have been turned over for use, and the program to open schools has been overfulfilled. In the first four years, 700 million more rubles worth of capital investments have been incorporated than in the corresponding period of the 10th Five-Year Plan.

Last year the republic had already exceeded the level planned for the end of the five-year plan period for the growth rates of national income and labor productivity.

The successes of the working people of Kirghizstan have been praised by the party and the government. According to the results of the 1983-1984 winter season, the republic was awarded the Certificate of Honor of the CPSU Central Committee, the USSR Council of Ministers, the AUCCTU, and the Central Committee of the All-Union Komsomol, and for the results of work in 1984 it was declared winner of the All-Union Socialist Competition and awarded the challenge Red Banner of the CPSU Central Committee, the USSR Council of Ministers, the AUCCTU, and the Central Committee of the All-Union Komsomol.

Achievements in economic and social development were accomplished thanks to the constant assistance of the CPSU Central Committee and the Soviet State as well as the self-sacrificing labor of the working class, the kolkhoz peasantry, and the people's intelligentsia. Moreover, this is the result of the purposeful organizational and political work of the republic's party, Soviet, and economic organs and trade union and Komsomol organizations.

We have every reason to link these successes to improved selection, assignment, and indoctrination of cadres and reinforcement of the decisive sections of party, Soviet, and economic work with politically mature, competent, and enterprising leaders.

Special concern is being shown for improving the qualitative composition of party committees. At the present time the overwhelming majority of employees of the Central Committee and party obkoms, gorkoms, and raykoms have the necessary general educational and political training as well as adequate experience in party work.

Almost 70 percent of the group of secretaries of primary party organizations have higher or incomplete higher education, and women make up about 40 percent of them.

The qualitative composition of employees of Soviet, trade union, and Komsomol organs is being improved. The republic's economy has qualified economic managers at its disposal.

In recent years, attention has been focused on training management cadres from among workers and kolkhoz members who display organizational talents and who have set an example of self-sacrificing shock labor in production. They are being sent to interrepublic higher party schools. In the past 10 years, 68 workers and kolkhoz members have received political education. Many of them have been promoted to management work in party, Soviet, and economic organs. This practice of training cadres must be increased even more and its scope must be increased.

A total of about 324,000 specialists with higher and secondary qualifications work in the republic's economy. This is powerful cadre potential which is systematically replenished with the best representatives of the working class, the kolkhoz peasantry, and the people's intelligentsia.

The cadre policy of the Central Committee of the Kirghiz CP consistently and steadfastly implements the principles of socialist internationalism. Representatives of many nationalities and peoples live and work as a unified, amicable family. And all of them have the proper representation in party, state, Soviet, and economic organs and social organizations. Of course, the selection of employees is carried out with rigorous consideration of their work, political, and moral qualities.

Many party organizations have accumulated positive work experience with cadres and are correctly selecting, assigning, and indoctrinating them. But today I would like to focus main attention on the shortcomings and omissions which exist in the work with cadres. It is precisely this which above all explains the lag in development of a number of sectors of the economy, the underfulfillment of plan assignments by many enterprises and farms, and the low efficiency of their production.

Suffice it to refer to the fact that in the past 4 years 87 industrial enterprises have not met the growth rate in production established by the five-year plan. Every year an average of 30 enterprises cannot manage the assignments for sale of output. Since the start of the five-year plan period, they have underproduced 150 million rubles worth of output.

Work at a number of especially important building sites of the five-year plan is seriously behind established assignments. Plans of the first 4 years to render domestic services to the population as well as plans on retail trade turnover have not been fulfilled.

In these 4 years, many kolkhozes and sovkhoses have remained in debt to the state, having underproduced more than 100 million rubles worth of agricultural output.

Such a shortage of output in industry and agriculture could be avoided, or at least it would be substantially reduced, if our cadres dealt with the assigned work in a party manner, with a sense of high responsibility, improved the style and methods of their work, strengthened ties with the masses in every possible way, decisively fought against violations of labor and production discipline and poor management, and devoted the necessary attention to increasing production efficiency, above all on the basis of scientific-technical progress.

Take, for example, the Ministry of Construction Materials Industry. In 1984 no other ministry worked as poorly as this one. The sector is not fulfilling the five-year plan assignments and in past years underproduced a substantial amount of cement and other construction materials.

Failures in the ministry's activity are in many respects explained by serious weaknesses in cadre work.

The Central Committee Buro repeatedly pointed out the serious shortcomings in his work to the former minister, Comrade Bezsmertnyy. He gave promises to correct the situation and bring the sector out of its problems. But things did not go beyond words.

And we believe that Comrade Bezsmertnyy acted properly by requesting that he be relieved of the duties of minister and named director of the Kant Cement and Slate Combine, where he worked before. Now the ministry's leadership has been strengthened.

Unfortunately, the organization of production and its efficiency do not meet contemporary demands in a number of other sectors of the republic's economy either.

"We must achieve a decisive turn-around in switching the economy to the basis of intensive development," M.S. Gorbachev emphasized in his speech at the March CPSU Central Committee Plenum. "We must, we are obligated to reach the highest progressive scientific-technical positions and the highest world level of productivity of social labor in a short period of time."

In accordance with this directive, all our economic activity must be reorganized and focused on steadily increasing labor productivity.

Despite the fact that this vitally important question is not being posed for the first time, many economic managers and engineering-technical personnel are still thinking in the old way and have not renounced outdated methods of management oriented to a quantitative, gross-output approach at the expense of a qualitative approach. For example, the capital availability index and the energy availability index of kolkhozes and sovkhozes are steadily rising while labor productivity is practically not growing at all, and in many farms the prime cost of output remains high.

The point is that many management cadres and specialists of this sector are still not deeply aware of the need to extensively introduce the achievements

of science and technology into production and they do not have the appropriate specialist training to do so. The fact that up to this point 44 percent of the brigade foremen, livestock unit chiefs, and managers of departments are skilled workers although there are about 8,000 specialists with secondary specialized education at farms to replace them surely indicates this.

At one time the Central Committee of the Kirghiz CP developed and ratified practical measures to strengthen agriculture with middle-level cadres. Unfortunately, many party and Soviet organs and Ministry of Agriculture managers have not adopted the proper measures to fulfill this decree.

Comrades! All the republic's management cadres must be instilled with an awareness that we have no other way to increase the economy's efficiency except to extensively introduce the achievements of scientific-technical progress into production.

These questions were examined in detail at the April 1984 Plenum of the Central Committee of the Kirghiz Communist Party. We adopted a comprehensive program to introduce the latest achievements of science and technology into sectors of the economy.

Undoubtedly, the Central Committee Plenum played a positive role. Our work in this direction has improved somewhat. Last year we attained our highest percentage of fulfillment of the plan to introduce the achievements of science and technology, as compared to previous years.

Nonetheless, in a number of sectors a sharp turn to scientific-technical progress has not yet been accomplished. The Ministry of Construction Materials Industry, the Ministry of Light Industry, the Ministry of Trade (Comrade Zheleznov), the Ministry of Fruit and Vegetable Industry, the Ministry of Agriculture, Kirghiz Potreboyuz (Comrade Chibabayev), Kirghiz Kolkhozstroy [possibly Kirghiz Kolkhoz Construction] (Comrade Dzhaibabayev), and other ministries and departments are failing to fulfill the measures of the comprehensive program.

By no means is proper attention always being given to rational utilization of labor on the basis of certification of work positions. Only 78 industrial enterprises or 26 percent of the total number have conducted certification of work positions. This work is being done poorly in the Ministry of Construction (Comrade Isanov), the Ministry of Automobile Transportation and Highways, and Goskomsel'khoztekhnika.

There must be high accountability on the party level for managers of ministries, departments, and enterprises for failure to fulfill plans for introducing the achievements of scientific-technical progress and poor utilization of production capacities, which involves an enormous waste of social labor.

The efforts of the presidium of the republic's Academy of Sciences to implement assignments on scientific-technical progress are inadequate. The scientific potential of VUZes is not being utilized in a satisfactory manner.



VUZes and scientific institutions have not yet been fully supplied with highly skilled cadres able to perform complex scientific-technical tasks on the contemporary level. In spite of this, the Academy of Sciences (Comrade Imanaliyev), Ministry of VUZes, and sectorial scientific institutions are not earnestly engaging in training scientific and scientific-pedagogical cadres.

Many management cadres (the speaker said) lack efficiency and unity of words and deeds. The 15th Plenum of the Central Committee of the Kirghiz CP sharply criticized the Minister of Food Industry, Comrade Ryspayev, for the fact that the ministry's activity is mainly focused on gross indicators at the expense of qualitative indicators. He was also cited for this at the Central Committee Buro when the question of the style and methods of work of the Ministry of Food Industry was examined. The minister assured that he would draw practical conclusions from the criticism. However, this is not yet noticeable.

Last year 14 enterprises of the food industry did not achieve the established growth rates in labor productivity, 43 percent of the enterprises allowed growth in average wages to exceed growth in labor productivity, more than half of them violated contract obligations for deliveries, and the sector as a whole did not fulfill the assignment to reduce the prime cost of output.

The comprehensive commission of the USSR Ministry of Food Industry which checked the activity of the republic's Ministry of Food Industry in November 1984 drew the conclusion that the shortcomings and omissions in its work mentioned earlier not only had not been eliminated, but they had increased. Work with cadres has been poorly organized in the ministry, administrative, volitional methods predominate in this work, and cases of unscrupulousness and low standards are not rare.

There could be no serious shortcomings in industry, agriculture, capital construction, and other sectors if the sectorial departments of the Central Committee (comrades Perfil'yev, Sultanov, Rysmendiyeu, Plakhikh, Kydykov, and Malabekov) systematically and deeply studied the selection and assignment of cadres, were obliged to consider the opinions of party organizations and labor collectives in promoting them, and made high demands on them. The secretaries of Central Committees, Comrade Dzhumagulov and Comrade Naumov should more strictly review the activities of managers of the economy and evaluate them only by the final results of the work assigned. In this connection, one cannot fail to say that high accountability is also not demanded by the deputy chairmen of the Council of Ministers, comrades Khodos, Gusev, Ponomarev, Atashev, and Tashibekovaya from managers for the state of affairs. The chairman of the Council of Ministers, Comrade Duysheyev, must organize the presidium's work so that the deputy chairmen attempt to solve timely questions more efficiently and boldly and manage to strengthen performance discipline everywhere in the sectors of the economy which they control. Let us state directly that we have not yet achieved this.

There are serious grievances against Gosplan. Gosplan chairman Comrade Begaliyev, his deputy Comrade Semenenko, and the committee's collegium are inadequately conducting organizational work with ministries, departments, and labor collectives to fulfill state plans and increase production efficiency

and are not displaying the proper persistence and efficiency in implementing the decisions of the party and government.

As was already noted, in accordance with the CPSU Central Committee and USSR Council of Ministers decree, the republic is specializing in producing tobacco. This decision envisions building warehouses for storing 26,000 tons of tobacco leaves in the current five-year plan. In fact enough space for only 5,300 tons has been built. Our production of tobacco raw materials increases every year and the problem of storing it has become extremely crucial. And this has happened because Gosplan does not keep track of the fulfillment of decisions adopted and does not see to allocations of envisioned capital investments and material resources for building warehouses.

Or take the example of the development of sugar beet seed growing. According to the CPSU Central Committee and USSR Council of Ministers decision, four specialized seed-growing sugar beet sovkhozes should be set up in the republic in the current five-year plan period. In order to do this, 24,000 hectares of new irrigated land must be put into operation. But only 3,500 hectares have been introduced and only one sovkhoz has been set up in the first 4 years because of limited capital investments. Gosplan has not secured the necessary amount of capital investments and applied the proper organizational efforts to this work. A certain inertness and the lack of a deeply interested, enterprising approach to performing an important national economic task shows up here.

Gosplan managers must draw the appropriate conclusions from the criticism, increase the responsibility of specialists and all the apparat's employees for the unconditional fulfillment of directive decisions, and increase organizational work to realize the ratified plans for the republic's economic and social development.

The CPSU Central Committee obliges all cadres to master Bolshevik practical efficiency [delovitost']. M.S. Gorbachev defined its essential character very broadly in his preelection speech. "Practical efficiency," said Mikhail Sergeyevich, "is initiative, responsibility, and the ability to conscientiously fulfill one's obligations." And management cadres, to whom the party and the people have given the greatest credit for trust, are called on to set personal examples here. Members and nonvoting members of the Central Committee, members of inspection commissions, ministers, and managers of all the republic's departments and organizations are obliged to be equal to the great trust shown them and to serve as worthy examples of the strictest observance of party and state discipline.

The Central Committee of the Kirghiz CP tries to insure that all its practical activity helps correctly indoctrinate cadres and consistently and successfully fulfill the decisions of the 26th Party Congress, subsequent Plenums of the CPSU Central Committee, the 17th Congress of the Kirghiz Communist Party, and the plans of the 11th Five-Year Plan. For these purposes, the Central Committee has developed particular organizational-political measures which were discussed and approved at the 2nd Central Committee Plenum. Their fulfillment is being continually monitored.

The principle of collective management is constantly observed in working out Central Committee decisions. Not only the apparatus's employees prepare questions. Central Committee members, local party and Soviet organs, and specialists of the economy and culture are also enlisted in this work. The Central Committee endeavors to insure that its decrees include collective experience and reflect the living practices of the masses.

Discussion of the questions at the Central Committee plenums takes place in an atmosphere of a broad exchange of opinions. There were fewer self-centered reports in speeches and more critical comments and practical suggestions. But, as analysis of the speeches showed, a certain timidity in criticizing shortcomings, especially in the work of the Central Committee apparatus, is felt even though it is well known that the Central Committee departments do not work up all questions. The Central Committee Bureau must improve the preparation and conduct of plenums more and more and insure that a frank and thorough exchange of opinions take place at them, that there is sharp criticism and self-criticism of shortcomings, and that correct and effective party decisions are worked out with the active participation of the entire body.

Monitoring and checking performance is a central focus in the activity of the Bureau and secretariat of the Central Committee. In these four years the Central Committee Bureau has examined progress in fulfilling 95 decisions adopted earlier. Questions of increasing the responsibility of cadres for the sections of work assigned, the observance of party, state, and labor discipline, and insuring the preservation of socialist property are systematically discussed. In this period, the reports of ministers, managers of other republic departments, and directors of large enterprises and associations on more than 200 important questions have been heard. At the Bureau and secretariat of the Central Committee 219 reports of party obkoms, gorkoms, and raykoms and primary party organizations have been heard. This undoubtedly strengthens the ties of the Central Committee with party committees and makes it possible to know their life more concretely, give them the necessary assistance in practical work, and be more deeply familiar with the affairs and moods of the party masses.

However, the speaker said, there are still many omissions in the practice of conducting meetings of the Bureau and the secretariat. In particular, certain party committees are heard frequently while others are not thought of for years. For example, 25 party gorkoms and raykoms were not heard from once on any question in this time.

The question of the need for a precise delineation of party and state functions was posed pointedly at the 15th Party Central Committee Plenum. Guided by the directives of the CPSU Central Committee, much work has been done in this direction in party organizations. However, cases of combining their functions have not yet been eliminated in a number of party, Soviet, and economic organs. As before, the managers of many ministries and departments and enterprises and farms often turn to the Central Committee with requests to intervene in solving questions of an operational-management nature and thereby free themselves from purposeful organizational work as if trying to evade responsibility.



Here are some examples. The first deputy minister of agriculture, Comrade Zvyagintsev, is even appealing to the Central Committee on such a question as where to place a certain hybrid corn. The minister of rural construction, Comrade Kondrashov, is asking the Central Committee to help revise the performance norms of buses engaged in carrying builders. And the listing of similar examples could be extended for a long time.

Certain managers, not earnestly engaged in the section of work assigned to them, endeavor to use the authority of the Central Committee to solve supply questions. The Central Committee secretary, Comrade Dzhumagulov, frequently supports such requests. He personally signed more than 200 telegrams to Union organizations and party committees of other republics in the last 4 years. In the system of self-criticism I should confess that acting as the mediator for ministries and departments, Comrade Dzhumagulov even drew me into this paper mill. I personally signed as many of these telegrams as he did, if not more.

The tendency to conceal failures in work with paper sent to all quarters is also encouraged by the republic's Council of Ministers. Here 566 telegrams were signed in 4 years per suggestion of the managers of ministries and departments. And the Council of Ministers does not make an indepth analysis of whether all measures adopted by economic managers to solve those questions on which telegrams are sent are necessary. This lack of high demands weakens the performance discipline of the managers of the ministries and departments.

What this leads to can be seen in the example of Gosstab. Its chairman, Comrade Dadabayev, is a particularly frequent sender of telegrams to suppliers on behalf of the government. This is essentially all his organizational work with them involves. As a result, the republic has not received a large amount of capital resources, including 36,000 tons of rolled ferrous metal and 367,000 cubic meters of lumber.

The managers of the Ministry of Agriculture, the Ministry of Food Industry, the Ministry of Construction, the Ministry of Rural Construction, Goskomsel'khoztekhnika, and a number of other organizations also often support this improper method of managing the economy.

In our practical activity we must always be unfailingly guided by the principled directive of the CPSU Central Committee that for party committees to work on the economy means above all work with cadres and their selection, assignment, and indoctrination, to increase their responsibility for the work assigned to them, and to verify the fulfillment of decisions. And we must constantly remember this and decisively eliminate attempts to combine the functions of party, Soviet, and economic organs.

Comrades! The role of local Soviets of People's Deputies is great in implementing the multifaceted work of managing socioeconomic development. It should be noted that recently more activism and independence is being demonstrated in the work of many of them. However, certain local Soviets are still reorganizing their work slowly and are infatuated with paper methods of leadership and all possible kinds of conferences and meetings to which a large number of people are diverted. Thus, the Frunze Gorispolkom conducted about



300 conferences last year and an average of 100 people were invited to each of them. Certain ispolkoms direct their efforts mainly to generating paper. For example, the chairman of the Osh Oblispolkom, Comrade Tadzhibayev, sent more than 400 different memorandums to the Council of Ministers last year. Naturally, with such a copious stream of paper at the oblispolkom, its chairman has no time for organizational work. And, unfortunately, there are many of these examples.

We must state directly that the republic Council of Ministers is making insufficient demands on ispolkoms to decisively eradicate infatuation with meetings and papers, strictly maintain performance discipline, creatively develop the initiative and activism of deputies, and conduct everyday, vital organizational work in the masses.

Recently the Central Committee Buro discussed the question of the style and methods of work of the apparat of the Kirghiz SSR Council of Ministers. The discussion demonstrated that formalism, paper generation, and infatuation with various meetings has not yet been eliminated in the work of the Council of Ministers apparat and efforts of communists to insure the fulfillment of the decisions of the party and government and their own decisions are not energetic enough. The Council of Ministers apparat is doing a poor job of monitoring the activities of ministries and departments and other economic organs.

At the last convocation of local Soviets, ispolkoms of Soviets were substantially reinforced with enterprising, well-trained cadres able to work with people. Now the party committees must organize instruction for newly elected deputies and the exchange of experience with deputy activities, develop the activism of standing commissions and deputy groups, and consistently insure that the content, style, and methods of work of Soviet organs more fully meet the high demands of the April 1984 Plenum of the CPSU Central Committee.

Great responsibility is imposed on the Presidium of the Supreme Soviet (Comrade Koshoyev) in all work, especially in developing the activism of rural and settlement Soviets.

Comrades! The increased efficiency of party management of socioeconomic development and the qualitative indoctrination of cadres is inseparably related to improving the activity of primary party organizations. The Central Committee of the Kirghiz Communist Party constantly keeps questions of improving their organizational and ideological-indoctrinational work a focus of their attention.

The CPSU Central Committee decree "On the Work of the Party Organizations of Kirghizia to Admit into the Party and Indoctrinate Candidates for CPSU Membership" continues to have a beneficial effect on the life of party organizations.

On 1 January 1985 the republic's party organization integrated 141,997 members and candidates for CPSU membership into its ranks. Party ranks are being replenished with progressive working people of all sectors of the economy.

Today more than 90,000 communists work in the material production sphere. In party committees and primary party organizations work on selecting individuals for the party is being increasingly improved and the accountability of communists and Komsomol organizations for the objectivity of candidate recommendations as well as the level of meetings on party admission is rising.

Work to indoctrinate party candidates and young communists has been substantially intensified. Hearing reports and communiques from candidates on the passing of the candidate's probationary period, the fulfillment of demands of the CPSU Statutes, party assignments, and official obligations is widely practiced for example; discussions are held with them also.

More attention has begun to be devoted to work with the election party aktiv. Two republic seminar-conferences with secretaries of primary party organizations have been held. In 4 years party committees have conducted more than 2,000 seminars with secretaries of primary and shop party organizations and party group organizers. These seminars help increase the ideological-theoretical level of the party aktiv and enrich it with practical experience in party organizational and mass political work.

However, many party committees are still insufficiently concerned with increasing the vanguard role of communists and the prestige of party organizations. Because of this, cases of communists allowing violations of authorized demands are frequent in a number of party organizations owing to poor political-indoctrinational work. In 4 years more 7,900 members and candidates for membership in the CPSU have been brought to party responsibility; this includes 1,100 people expelled from the party for not insuring the safety of socialist property, embezzlement, abuses of official positions, a careless attitude toward their duties, and other misdeeds.

Central Committee departments of party organizational work (comrades Shimkin and Nurkulov) of the party obkoms and raykoms, party commissions (Comrade Aralbayev), and primary party organizations must intensify indoctrinational work in party organizations and turn their attention to those communists who have party penalties and help them be deeply aware of and surmount the mistakes committed; however, high party standards and principles in evaluating misdeeds which are incompatible with the high calling of CPSU member must not be lowered.

Many party organizations (the speaker said) do not effectively monitor the work of cadres and do not caution them against mistakes; this has serious consequences. In 4 years 174 management employees have been expelled from the party ranks for various misdeeds.

Comrades! Cadre policy begins, as is well-known, with the creation of a reserve for promotion. To search for and try to find intelligent organizers, or, in the words of V.I. Lenin, "people with a sharp mind and practical quick-wittedness, people who combine devotion to communism with the ability. . . to organize hard and harmonious work. . ." is the principle of principles, the heart of work with cadres.

Creating a reserve does not mean that just making up a list of future managers, as is done in many party committees, is enough. Work with a reserve presupposes deep and comprehensive study of a person in practical work and his practical, political, and moral qualities.

In recent years discussions with party cadres has begun to be used more actively in the republic. Nonetheless, the report emphasizes, discussions alone must not exhaust the complicated work with reserve cadres. "Paper reserves" still frequently exist, as, for example, in the Manasskiy and Talasskiy party raykoms (comrades Aytkulov and Bayyzbekov). More than 80 percent of cadres which have been replaced in these rayons in recent years were invited from other party organizations. The Moskovskiy (Comrade Logvinov) and Leninpolskiy (Comrade Nurmanbetov) party raykoms and Kara-Kul (Comrade Kozubekov), Tokmak, and Przhevalsk party gorkoms are not exhibiting the necessary work on cadre reserve.

And is it possible to deal with creating a cadre reserve as the Ministry of Agriculture has? During the years of the current five-year plan, 153 people sent by party raykoms and the ministry itself have finished 6-month courses at the agricultural institute as a reserve of farm managers. However, of this number only 30 have been promoted to directors of sovkhoses and chairmen of kolkhozes, although 147 managers were replaced during this time. Many of those who became heads of farms were not even considered part of the reserve.

When promoting cadres to responsible posts many party committees use primarily questionnaire data, do not study their practical, political, and moral qualities thoroughly, and do not ask primary party organizations and labor collectives for their opinions. Such a superficial approach often leads to serious mistakes and does a great deal of material and moral harm.

Many probably know that in the Tyupskiy Specialized Farm, a group of swindlers misappropriated several hundreds of thousand of rubles. And this occurred when Orazakunov was the director. Without investigating and studying this person thoroughly, the Issyk-Kulskiy Obkom and Tyupskiy Raykom promoted him to second secretary of the party raykom. Everyone knows what all this led to. Orazakunov was expelled from the party. The first secretary of the Tyupskiy Party Raykom, Comrade Sitchikhin, was given a strict party penalty. Many employees were discharged from work and brought to criminal trial. This could have been avoided if the party obkom and raykom had known the people better and had studied their practical and political qualities in practical work rather than by questionnaires.

Since the start of the five-year plan, 26 kolkhoz chairmen and sovkhos directors have been dismissed for abuses, theft of socialist property, and other violations. The Central Committee Plenum has the right to hold the minister of agriculture, Comrade Savitakhunov, and his deputies strictly responsible for this.

The corresponding party committees who did not systematically monitor the activity of the agricultural organs are no less responsible for this. In 4 years, for example, 7 managers of agricultural production who compromised

themselves in Naryn Oblast (Comrade Sydykov) and 6 in Osh Oblast (Comrade Kulmatov) were dismissed.

There would many fewer serious shortcomings and mistakes in selecting and assigning agricultural cadres if the Central Committee's agriculture department (Comrade Muratalin) studied this important matter thoroughly and purposefully, did not tolerate a superficial approach to studying their practical, political, and moral qualities, and made high demands on oblast and rayon party committees and agricultural organs. The Central Committee secretary, Comrade Naumov, must critically review the proposals of the department and party and agricultural organs on promoting employees as managers of kolkhozes and sovkhozes. People must be brought to strict party responsibility for nonobjective, inaccurate recommendations for management work.

The commission on the agroindustrial complex of the republic's Council of Ministers (Comrade Khodos) as well as councils of oblast and rayon agroindustrial associations must also not sidestep the important problem of selecting agricultural cadres. They are obligated to know employees well; this should be taken into account when they are being promoted or transferred.

The most uncompromising struggle must be carried out against such a flaw in cadre work as promoting employees for reasons of personal loyalty, common place of origin, and kinship. There are such cases and they are not rare. The Central Committee of the Kirghiz Communist Party sharply criticizes patronage and the manifestations of relations of friendship or kinship in cadre work. The former deputy minister of internal affairs, Gladkikh, who surrounded himself with his friends; the former minister of justice, Abakirov, who promoted cadres without the approval of party organs as a sign of personal loyalty; the former chief of the administration of internal affairs of the Osh Oblispolkom, Abdurakhmanov, who got jobs in police organs for many of his closest relatives; the former chairman of the State Committee for Supply of Petroleum Products, Sadykov, who was guided by relationships of friendship when assigning cadres; and the former second secretary of the Issyk-Kulskiy Party Raykom, Samartsev, who pulled strings for his relatives, were all dismissed from the positions they held and punished severely.

There are even more such shameful examples. When employees who have failed must be dismissed, certain managers play with them, do not speak directly of the mistakes and shortcomings they are responsible for, and frequently even express sympathy to them behind closed doors: We could forgive you (they say), but people "higher up" have forced us to take drastic measures. Or when an employee is not supported for promotion because of his political, practical, or moral qualities, there are some managers who obsequiously whisper to him: we put in the proposal but it was rejected "higher up." We consider these cases, which are completely alien to party ethics and high party principles, a manifestation of real philistinism. They must be branded with a red-hot iron while those who try to spread stagnant philistinism to work with cadres and demonstrate unprincipled behavior and duplicity must be brought to the strictest party responsibility. Unfortunately, not all party committees properly criticize such cases.



The efforts of the republic's party organizations are directed to insure that shortcomings in work with cadres are eliminated as decisively as possible. And this is being done publicly and openly. However, one must not fail to note that anonymous letter writers and informants who spread false rumors and try to slander honest employees have not yet disappeared.

Thus, in the last 2 years, the Central Committee of the Kirghiz Communist Party has received 849 letters which alleged that many management employees were behaving improperly and abusing their official positions. Only 141 letters were fully or partially confirmed when they were checked. The rest generally contained idle inventions, to put it mildly. But still, many people were diverted to check on them and much effort and time was wasted. Anonymous letter writers and informants who prey on certain shortcomings of our work with cadres must be decisively repulsed by party and social organizations and labor collectives.

Comrades! As the CPSU Central Committee points out, more democratism and more publicity must be introduced into work with cadres. This is also important when an employee is promoted and when he is dismissed. The party organization and the collective must be well informed on that score. To avoid mistakes when promoting cadres, communists' and the community's opinion of them must be known and the question must be solved taking this into account.

The development of democratic principles in cadre policy is an effective means against subjectivism, self-willed decisions, and bureaucratic administration; the CPSU Central Committee recommends expanding, where advisable, the practices of election of management employees, competitive replacement of posts and certification and universally increasing the significance of the personal reference [kharakteristika], which should objectively reflect the strong and weak points of the employee.

Cases where cadre questions are solved behind closed doors with no consideration of the opinions of party organizations and labor collectives must be completely eliminated. For example, the practice of collective discussion of candidates for middle-level management positions should be used widely.

It is also necessary to fundamentally change the attitude toward the personal references of cadres. When preparing for the plenum, the personal files of employees becoming members of the "nomenklatura" of the Central Committee and party obkoms, gorkoms, and raykoms were examined. It turned out that the personal references of many employees had not been updated for years and most of them were written mechanically and abounded in cliches and stock phrases.

Formalistic personal references do not reflect the true make-up of the manager. Here is one of many examples. The deputy ministers of food industry, Galkin, and of communications, Novichikhin, were discharged from the posts they occupied for unworthy behavior in daily life and personal immodesty. However, their personal references, which at one time had been submitted to these ministries, assured that they were "morally firm," "modest," and "mature" working persons. Similar mistakes can be avoided if discussion of personal references is universally put in practice in party

organizations and labor collectives. The important cadre document must be maximally objective.

Intensified monitoring of the activities of cadres is a necessary condition of the further development of democratic principles in work with cadres. In 1984 2,500 managers reported on the fulfillment of party missions, CPSU Statutes demands, and official duties at meeting of the buro's of party raykoms and gorkoms. However, many "nomenklatura" employees have not been reporting to higher-ranking organs on their activities for years and are, in essence, beyond party and social control.

Here is only one example of what lack of monitoring in work with cadres can lead to.

As is well-known, a group of plunderers who operated at the Tokmak Meat Combine was exposed through the efforts of party committees and republic KGB and MVD organs. More than 100 people were brought to criminal trial.

The republic's party, Soviet, economic, and law enforcement organs are drawing the necessary conclusions from the materials of this important criminal matter. The results of the judicial process, as is well-known, were widely covered in the press. The minister of meat and dairy industry, Tursunov, and certain chiefs of departments of this ministry were dismissed from work for not safeguarding socialist property and lack of control. The minister of agriculture of the Kirghiz SSR, Comrade Savitakhunov, and his deputy, Comrade Dzhamaldinov, were given severe party penalties for lack of effective control over the sale of livestock to the government by kolkhozes and sovkhoses.

A natural question also arises: where was the Tokmak Party Gorkom? It must be said directly that the party city committee took an unprincipled position. And not only in regard to the meat combine. The gorkom lowered demands on management cadres and did not monitor their work. It is no accident that a bad situation developed with safeguarding socialist property. In the last 4 years alone, 31 managers were expelled from the party and convicted of embezzlement, exaggerated reports, and other abuses. The former first secretary of the party gorkom, Comrade Sarbagishev, did not show the proper principled behavior and determination in the struggle against plunderers. The Central Committee dismissed him from the post he occupied and assigned him to economic work.

Practice deeply confirms that the lack of proper control over the work of cadres always leads to negative consequences and pushes them toward moral decay. In recent years the system of selling automobiles to the population was checked in a number of rayons and cities of the republic. And many flagrant violations were noted here. In particular, the former chairman of the Kochkorskiy Rayispolkom, Sydykov, and the former deputy chairman of the Moskovskiy Rayispolkom, Pomenko, took advantage of the lack of monitoring and abused their official positions; they were dismissed from work and severely punished for doing so. The former minister of procurement, Umuraliyev, also got in serious trouble for speculating in automobiles.

The Central Committee Buro severely reprimanded Umuraliyev, noted it in his official record, and discharged him from work. The republic's newspapers -- SOVETSKAYA KIRGIZIYA and SOVETNIK KYRGYSTAN -- have also written about intrigues with cars.

But control from above will not be sufficient without control from below. In other words, each manager must not only sense his accountability to the organ he manages but to those by which he is governed and to the collective and the party organization where he is enrolled as well.

The improper practice where the misconduct of managers is only discussed at meetings of the buro's of party obkoms, gorkoms, and raykoms while primary party organizations are not even informed must be decisively stopped. For example, the Naryn Party Obkom punished 82 communist managers in 4 years; of them 38 were punished circumventing primary party organizations. The Naryn Party Gorkom also followed this example. A similar practice occurs in Manasskiy, Alamedinskiy, Issyk-Atinskiy, and other rayons. More than 2,300 communists were punished bypassing the party organization throughout the republic in 4 years. This does not help develop criticism in primary party organizations and hurts the democratic principles of interparty life. The CPSU Central Committee obliges party obkoms, gorkoms, and raykoms to set up strict control to insure that every employee, regardless of the position he holds, is accountable for his work above all to the party organization and the collective where he works. And all party committees must be strictly guided by this CPSU Central Committee directive.

Comrades! As is well-known, principled criticism and self-criticism is a proven means of correctly indoctrinating cadres. In its practical activities, the Central Committee of the Kirghiz Communist Party is invariably guided by the directives of the CPSU Central Committee on the need to universally increase the efficiency of party organizations and the responsibility of cadres and to actively develop criticism and self-criticism of shortcomings in work.

More than 340 critical remarks addressed to Union and republic ministries, departments, and organizations as well as 35 critical remarks on the work of the secretariat and departments of the Central Committee were made at the 18 plenums which took place after the 17th Congress of the Kirghiz Communist Party.

Not only secretaries of party obkoms, gorkoms, and raykoms and managers of republic organizations are speaking out with criticism but also workers and kolkhoz members elected to the Central Committee body. In the last 4 years, 1 out of 10 critical remarks which resounded from the podium of plenums was made by them.

However, criticism must be developed even more actively at plenums. A deep, principled analysis of the activities of collegial organs of the Central Committee and its departments will help further improve the apparat's work and increase the level of party leadership of the republic's socioeconomic, political, and cultural life.

The Central Committee Buro also systematically reviews critical remarks and proposals heard at election-report meetings of shop and primary party organizations and party conferences. This practice develops the initiative of communists and helps create a business-like, creative atmosphere in party organizations.

We should also note the positive effect of the report of the Central Committee Buro on the work done since the 17th Congress of the Kirghiz Communist Party; the report was submitted in May 1983 to the Central Committee Plenum. The report essentially became a Central Committee report to all the republic's communists. Suffice it to say that Central Committee members spoke 242 times in rayon and city party organizations.

The buro's of 39 party obkoms, gorkoms, and raykoms also gave reports at plenums of party committees in 4 years. But these reports were then heard in primary party organizations where party committee members spoke more than 6,000 times. In all about 330,000 communists were present at the meetings; 1 out of 10 of them spoke. More than 5,000 different critical remarks were made; these included about 400 addressed to party obkoms, gorkoms, and raykoms, and all of them were basically fulfilled.

This important form of work which strengthens the democratic principles of party life, deepens ties of party committees with party masses, and develops the initiative and activism of communists must continue to be widely used and improved even further, Comrade Usubaliyev said.

The attentive study and utilization of critical remarks of communists also promotes this. More than 8,600 proposals and remarks were made at plenums of party obkoms, gorkoms, and raykoms which took place during the 4 years. Most of them were also realized.

However, the Osh and Talas party obkoms, the Kalininskiy, Moskovskiy, and Sokulukskiy party raykoms, and the Tokmak Party gorkom are not devoting enough attention to this important aspect of work.

It should also be noted that the plenums of certain party committees take place in an atmosphere of empty formalism. Reports are frequently pretentious in nature. Many questions are glossed over. At other plenums of party obkoms, gorkoms, and raykoms, criticism is usually given in one direction -- from the top down, and criticism addressed to buro's, secretaries, and departments is not heard, despite the shortcomings which exist in their work.

For example, 11 plenums of the Osh Party Obkom have been held in the last 2 years; 114 speakers participated in debates but not one of them expressed criticism against the obkom and its departments.

Not everyone yet understands that the freedom to discuss issues and criticism and self-criticism are among the indispensable norms of party life. Certain managers profess criticism and self-criticism in words but they do not help develop it in practice.



For example, the party commission of the Central Committee of the Kirghiz Communist Party checked on signals of violations of party and state discipline and suppression of criticism by managers of the Frunze Specialized Start-Up and Adjustment Administration No 6. Complaints and statements about this had been received earlier at various levels. Numerous commissions worked on verifying them. Serious violations of financial discipline and abuses of official position by communist Lyulin, chief of the administration, were discovered. But only partial measures were taken against him; this made him certain he would not be punished. Lyulin and his deputy, CPSU member Skalozubov, continued to persecute people for criticizing them and did not take the party organization's opinion into account.

This case was reviewed at the Central Committee Buro. Those guilty were dismissed from work and severely punished. The suppressors could have been stopped earlier if the primary party organization and its aktiv had taken a tougher and more principled position in relation to the improper actions of the administration managers.

Some party committees also do not always show the proper firmness in these questions. Thus, the deputy head accountant of the Issyk-Kul'vodstroy Trust, Comrade Rostovtsev, spoke out with criticism of the trust management in the oblast newspaper ISSYK-KUL'SKAYA PRAVDA. The trust managers decided to rid themselves of an "embarrassing" employee and fired him. Only after a long ordeal and visits to numerous offices was the unofficial newspaper writer reinstated at work. Nonetheless, a month later, following the "good advice" of the chief of Glavkirgizvodstroy [possibly Main Administration of Waterway Construction], Comrade Kozhomkulov, Comrade Rostovtsev was compelled to write a statement with a request to dismiss him "at his own wish." The Issyk-Kul'skiy Party Obkom did not take a principled position in this unpleasant story of open reprisal for criticism. After finally recognizing the fact that the rural news correspondent was being persecuted, the obkom only warned the former manager of the trust, Comrade Sarvin, that such types of actions would "no longer be tolerated."

Attempts to suppress criticism and persecute it must be strictly evaluated from a principled position. Party organizations should consider a manager's inability to tolerate criticism very serious misconduct.

The growing tasks of further developing the socialist economy and culture, (the report said further), oblige management cadres to not only master contemporary methods of management to perfection but to also be able to try to solve questions from party positions, carry out active ideological and indoctrinational work, meet with people more often, and explain party policy to them in depth, skillfully mobilizing the masses to carry out this policy.

About 2,000 management employees make reports [doklady, otchety] to labor collectives in the republic every month. These reports are an efficient means of increasing publicity on the activities of party committees and Soviet and economic organs, helping working people more clearly and concisely sense their deep involvement in everything being accomplished in the country through the party's will, and more actively fighting to put its plans into operation. On the other hand, these reports also serve as a serious check on the practical

and moral qualities and political maturity of managers and as social control over their practical activities.

Unified days for receiving citizens by managers of urban and rayon organizations and enterprises, kolkhozes, and sovkhoses, rural assemblies, and open-letter days help increase direct contacts with working people. More than 1,600 open-letter days and about 14,000 rural assemblies have been conducted in the last 2 years. All this deepens the ties of party organizations with the people, makes it possible to know the state of mind and the needs and concerns of the people better, and helps increase the number of management cadres themselves.

"The ability to deal with routine affairs, try to achieve real results, and continually check them against the course of life is the essence of ideological and organizational work," Comrade M.S. Gorbachev points out. However, not all managers consider participating in ideological and indoctrinational work their direct responsibility. Some, for example deputy minister of agricultural construction Comrade Umetaliyev, deputy minister of land reclamation and water resources Comrade Sulaymanov, and deputy minister of meat and dairy industry Comrade Pitenkov, rarely present reports to the working people. And minister of higher and secondary specialized education Comrade Tursunov and minister of fruit and vegetable industry Comrade Tynaliyev, did not give even one political report to collectives last year. The managers of farms, enterprises, and organizations in the city of Tokmak and Sokulukskiy and Keminskiy rayons are rarely recruited for propaganda work.

We must insure the comprehensive performance of economic, social, and political tasks. For these purposes, ideological-political instruction of management cadres must be increasingly improved, high political sophistication must be instilled in them, the new type of economic thinking must be developed, and the Leninist style of organizational and ideological-indoctrinational work with the masses must be consolidated.

In this connection, it is difficult to overestimate the significance of the party education of cadres. Schools of the party-management aktiv of party committees are also called on to give serious help in raising their qualifications. But not all our cadres take advantage of these opportunities.

Party committees must hold managers more strictly responsible for their instruction and ideological-political growth and for conducting active indoctrinational work in labor collectives.

Comrades! Cadre stability is one of the important conditions of fruitful work in all sectors of economic and cultural construction. The Central Committee of the Kirghiz Communist Party persistently tries to insure that they are not replaced without good reason. But this does not mean that trust and respect for employees must preclude high principled demands of them. Firmly following the policy of insuring the stability and consolidation of cadres, at the same time the Central Committee increases the responsibility of managers for the state of affairs in the section of work assigned to them. In the last 4 years, 57 of those employees who had become members of the Central Committee

"nomenklatura" were dismissed for not coping with the section of work assigned to them while 73 were dismissed for compromising themselves.

All of them proved to be recommended for management posts without sufficient verification of their political, practical, and moral qualities. For example, a certain Shapiro from the city of Grozny, who had received two severe reprimands from the Grozny Party Gorkom for serious shortcomings in work and for showing immodesty in exchanging an apartment, "labored" in the Ministry of Agricultural Construction. Nonetheless, the ministry entrusted him with heading the Kirgizsel'stroy Trust. Taking advantage of the patronage of the Ministry of Agricultural Construction, Shapiro managed the collective poorly, acted crudely, persecuted employees for criticism, levied illegal charges, and engaged in extortion. He was expelled from the party and discharged from work.

Deputy Goskomsel'khoztekhnika chairman Morozov was released from his duties for abuses of his official position, and Boobekov, manager of the Severnyy Automobile Production Trust was discharged for serious shortcomings in work and exaggerated reports. Former deputy chief of Glavkirgizvodstroy Vaysleyb was expelled from the party, dismissed from work, and convicted for acquiring a fictitious diploma saying he had graduated from a higher educational institution and for misappropriating state funds.

But after all, at one time each of the individuals mentioned had been given a good personal reference and recommended by particular managers. And it would be perfectly reasonable to hold comrades Kondrashov, Boyko, Orozaliyev, and Kozhomkulov strictly responsible for promoting these unworthy employees. Irresponsibility in selecting cadres, which does enormous material and moral harm, must not be tolerated.

Thoughtlessness and haste in promoting employees sooner or later leads to a "cadre merry-go-round." As was already noted, the chairmen of kolkhozes and the directors of sovkhoses have begun to be changed especially often in recent years. This type of thing occurs in the Ministry of Automobile Transportation and Highways, the Ministry of Construction, and the Ministry of Agricultural Construction.

However, cadre stability must not be uncritically evaluated. It is no secret that certain management employees who have held certain responsible posts for many years have gotten used to shortcomings, do not work to improve themselves, live according to old ideas, do not induce the activism and initiative of the masses, and do not demonstrate the desire to carry out production on the basis of scientific-technical progress. Of course, one cannot be reconciled to the stability of these cadres.

The CPSU Central Committee recommends transferring management employees to equivalent sectors, "on the horizontal" so to speak, and utilizing the practice of exchanging cadres among party, Soviet, and economic organs and between the center and the periphery. Undoubtedly, these measures can bring a fresh approach to the work and enrich it with new experience.

Moreover, Comrade Usubaliyev emphasized, transferring cadres "on the horizontal" has nothing and must not have anything in common with "shuffling the positions" of managers who have compromised themselves. This is an improper practice which was condemned by the party long ago. Unfortunately, it frequently makes itself known.

Ryskulov headed the Talas Sovkhoz in Talasskiy Rayon for a number of years. He brought the farm to ruin. Losses there were enormous. Nonetheless, instead of bringing this employee who had ruined the work to responsibility, the Talas Party Obkom is naming him chairman of the Talas RAPO.

The most flagrant violations of financial discipline were discovered at the Osh Home Labor Combine and reports exaggerated by 44,000 rubles were tolerated. The director of the combine, Raimzhanov, and the main engineer, Ibrayev, were brought to criminal trial. Raimzhanov had earlier worked as the accountable secretary of the oblispolkom and deputy chairman of the Kok-Yangak Gorispolkom and, as a check showed, in each place he had been dismissed for compromising himself. But each time patrons were found for him who shuffled the unfit employee from one chair to another.

Or, let us say, Sulaymanov worked as the director of the interfarm bull calf complex in Naukatskiy Rayon. In May of last year the party raykom buro reprimanded him severely and removed him from the post he held for flagrant violations of veterinary-sanitary conditions, neglecting record-keeping, and poor leadership. But three months later the same party raykom approved him as the RAPO's head livestock expert. And where is party principle in this case?

These cases and others confirm the fact that certain party committees are flagrantly violating party principles in work with cadres. And Central Committee departments do not always analyze these cases and give them a sharp party evaluation. The following rule must be universally introduced once and for all: a person who has failed in work cannot be assigned to a new management post until he proves that he has drawn the proper conclusions for himself in low-level work. We are obliged to be strictly guided by this directive of the CPSU Central Committee.

Comrades! The moral make-up of the manager who acts as the authorized representative of the party has always been and, especially now, is of exceptional significance. And the person who commits abuses, takes bribes, writes exaggerated reports, and commits fraud thereby encroaches on the sacred ideals of the party and the people. There has never been, is not now, and never will be the least indulgence toward this.

Everyone knows that when the exaggerated reports on procurement in the 1950 raw cotton harvest were revealed, the Communist Party Central Committee Buro gave these cases a principled evaluation and severely punished those to blame. The first secretary of the Kara-Suyskiy Party Raykom, Ergashev, and of the Leninskiy Party Raykom, Tashmatov, were dismissed from work. Many party and Soviet management employees were severely punished for not investigating the organization of record-keeping and reports on cotton growing. The Central Committee Buro decree on this question was discussed in the open party



meetings of all farms in Osh Oblast and received the full support and approval of communists and working people.

However, everyone has not drawn the proper conclusions from this Central Committee decree. Cases of inadmissible softness and liberalism in the struggle against fraud and a lenient attitude toward employees who violate the norms of socialist morals and ethics are still encountered.

Party committees are obliged to take a decisive position in the struggle to eradicate evil. The severity of penalties is not the point, although strong measures must be taken when necessary. But the main thing is to create an atmosphere of intolerance toward the smallest deviations from the norms of party ethics and violations of socialist legality in all labor collectives everywhere.

A great deal of significance is attached to working people's letters in the social struggle against shortcomings. In preparing for the coming plenum, we have again analyzed 17,235 letters which the Central Committee of the Kirghiz Communist Party has received since the beginning of the five-year plan period; these include 1,127 letters which tell about improper behavior and abuses of official positions by certain employees, 97 letters about exaggerated reports and fraud, and 198 letters on misappropriations and embezzlement. Not one of the signals the Central Committee received was left without a proper response. Appropriate steps were taken based on the results of examining them.

In the last 2 years about 200 "nomenklatura" employees of the Central Committee and party obkoms, gorkoms, and raykoms were brought to party responsibility for various negative events. Among them were the former chiefs of party obkom departments: Severgin -- of the Issyk-Kul'skiy Party Obkom; Torobekov -- of the Naryn Party Obkom; and Ergeshov -- of the Osh Party Obkom. Among party employees there were those who allowed abuses of official positions for mercenary purposes. They were: the former second secretary of the Tokmak Party Gorkom, Orlov; the former chief of the administrative organs department of the Issyk-Kul'skiy Party Obkom, Bakirov; and the former chief of the administrative organs department of the Central Committee of the Kirghiz Communist Party, Koshoyev.

Verification shows that Koshoyev in actuality got into party work through the back door, through someone's invisible, well-disguised patronage. Judge for yourself. Koshoyev was an instructor at the Frunze Party Gorkom. Who recommended his work and how he was described in earlier work is unknown -- there are no documents on this score: someone intentionally destroyed them. Then Koshoyev worked for a while as chairman of the Pervomayskiy Rayon Court, then he immediately became chief of the administrative and trade organs department of the Issyk-Kul'skiy Party Obkom. From there he was recommended as chairman and then he worked as chief of the administrative organs department of the Central Committee for a short time. Unfortunately, the Central Committee secretariat could not immediately identify Koshoyev's real character.

According to the results of verifying letters and signals received by the Central Committee from working people, he was discharged from work and

expelled from the party. But this is what is strange. Now no one can remember who helped him make such a breath-taking career in a short time. The memories of all the comrades who were involved in selecting Koshoyev as a candidate have failed. In particular they are: the former second secretary of the Frunze Party Gorkom, Chuprov, who was in charge of the administrative organs; the second secretary of the Issyk-Kul'skiy Party Obkom, Belyak, who was also in charge of the administrative organs; the chief of the Central Committee administrative organs department, Rumyantsev; and some others. Koshoyev is being brought to criminal trial for abusing his official position, taking bribes, and other offenses.

Now signals received in connection with elements of crimes by former minister of meat and dairy industry Tursunov are being investigated in the criminal system.

The following former managers were expelled from CPSU membership for abusing official positions and other antisocial actions: general director of the Bakyt Production Association Pakhomov; director of the Naryn Garment Factory Kasayev; director of the Sovkhoz imeni 50-letiya SSSR in At-Bashinskiy Rayon Arykov; deputy chairman of the republic Committee on Physical Culture Affairs Ponomarev; chairman of the Talas City Committee of People's Control Fisenko; and others.

We will continue the uncompromising struggle against abuses of official positions and conduct which is incompatible with communist morals and morality.

It is very pertinent here (said the speaker) to once again remember the letter of Vladimir Il'ich Lenin to the Central Committee Politburo on 18 March 1922:

"This is not the first time that the Moscow Committee has indulged criminals who are communists; they should be hung.

"This is being done 'by mistake.' But the danger of this 'mistake' is enormous. I suggest the following:

"2. . . Severely reprimand the Moscow Committee for indulging communists.

"3. Confirm to all provincial committees that the Central Committee will expel communists from the party for the least attempt to 'influence' courts in the sense of 'moderating' responsibility.

"4. Inform the People's Commissariat of Justice by circular (copies to the provincial party committees) that courts are obliged to punish communists more severely than noncommunists.

"People's judges and members of the People's Commissariat of Justice collegium are subject to expulsion from service for not doing this.

"3. Charge the All-Russian Central Executive Committee Presidium with hitting the Moscow Soviet with a reprimand in the press.

Lenin

P.S. It is worse than disgraceful or repulsive when the party in power defends 'its own scoundrels.'<sup>m2</sup>

It is stated sharply and angrily but directly and openly in Lenin's style. The CPSU Central Committee is religiously fulfilling Vladimir Il'ich's behest to steadily strengthen the party's prestige, and preserve and raise the calling and significance of party member ever higher. In recent years the CPSU Central Committee has adopted a number of important decisions aimed at increasing organization and order, strengthening party, state, and labor discipline, and intensifying the struggle against everything that impedes our progress. And this is not a temporary campaign. As Comrade M.S. Gorbachev emphasized in his speech at the extraordinary March CPSU Central Committee Plenum, "Decisive measures will continue to be taken to introduce order and rid our party of alien phenomena and other infringements on the interests of society and its citizens and to consolidate socialist legality."

The speaker further emphasized that the struggle against official abuses, bribery, misappropriations, and other negative manifestations must be carried out by the unified efforts of the republic's entire party organization. People's controllers, who unite more than 112,000 activists in their ranks, are called on to play a truly militant role. Their task is to raise the level of efficiency of checks and uncover the deep-seated causes of negative phenomena and in doing so, insure wide publicity and make control a genuinely mass, all-people's effort. The Committee of People's Control (Comrade Dolmatov) must coordinate the efforts of local organs of people's control better and reinforce them with well-trained, tested cadres.

Law enforcement organs must activate their work considerably in the struggle against phenomena which are alien to our socialist society, illegal actions, and abuses.

I must state directly that there is a lack of necessary efficiency in the activities of procurators, police, the court, and the Ministry of Justice concerning the struggle against plunderers of socialist property, bribe-takers, and other offenders, and criminal matters are being investigated slowly. Comrades Dryzhak, Akmatov, Dzhamanhev, and Abdyrallyev are doing a poor job of increasing the accountability of their subordinate employees for the work sectors assigned to them and the quality of cases reviewed.

The Central Committee administrative organs department (Comrade Stepanov) should systematically monitor the activities of law enforcement organs, study the selection, assignment, and indoctrination of cadres in depth, and insure that in protecting law and order people devoted to the cause of the party are honorable and principled.

It is also essential that in the struggle against deviations from the norms of the socialist way of life local party, Soviet, trade union, Komsomol, and

economic organs show more initiative and principled behavior without waiting for prompting. After all, many of the violations discussed above were only discovered after checks organized by the Central Committee. However, evil can be stopped much sooner if the mood of the people is known locally and signals which are received are not brushed aside but promptly verified.

Everyone knows the serious abuses and disgraceful cases of enrichment and extortion from kolkhozes committed by Toychubekov, the former chairman of the Kolkhoz imeni V.I. Lenin in Tonskiy Rayon. How could the party, Soviet, and administrative organs of Issyk-Kul'skiy Oblast and Tonskiy Rayon not know about this? It took the Central Committee's intervention to bring the criminal to light, as they say. Toychubekov has now been convicted. And the party obkom and raykom (comrades Masaliyev and Dzhaparov) as well as administrative organs are above all to blame for the fact that this inveterate swindler was not exposed for a long time.

It should be stated that at times the Central Committee departments also show short-sightedness and do not always see serious shortcomings in the work of the sector, enterprise, and farm and the illegal actions of employees that lie behind certain signals. Here is a concrete example of this. Back in 1978 the Central Committee received a letter about the criminal group of Bostanov who was active initially at the Frunze and then the Tokmak Meat Combine. The former chief of the administrative organs department, Comrade Rumyantsev, took an irresponsible approach to verifying the signals and essentially did not do so, while the former Central Committee secretary, Comrade Kulmatov, who was personally acquainted with Bostanov and followed a suggestion by Rumyantsev, removed the letter from the control system, although it was addressed to the other Central Committee secretary and pointed out that Kulmatov was Bostanov's friend. It was also through the fault of certain employees of the general department of the Central Committee that the letter fell into the hands of the person who was its subject. This is an unprecedented case in the practice of party committees and in work with letters and statements of working people. And as a result of this, essentially a cover-up of a serious signal, the criminal group stole from the state for another several months. Party and criminal investigation of the actions of accomplices of this criminal group who have not yet been uncovered continues.

It is absolutely apparent that if working people turn precisely to their local party organ with letters, proposals, critical remarks, and signals, it means that the party committee is trusted. We have many of these party committees. However, from certain cities and rayons more letters come to the Central Committee than to local party organs. Does this not speak of weakening their ties with the masses? Thus, in 1984 more letters came to the Central Committee from Alamedinskiy, Kalininskiy, and Issyk-Atinskiy rayons than to these party raykoms. The secretaries of these party committees should ponder this fact seriously.

In recent years the Central Committee of the Kirghiz Communist Party has been increasingly expanding the practice of extensive information distribution to communists and working people on the work of party organizations with cadres. "Publicity in the work of party and state organs is an efficient means of the struggle against bureaucratic distortions and compels a more thoughtful



approach to the adoption of decisions, organization of monitoring their fulfillment, and correction of shortcomings and omissions," notes Comrade M.S. Gorbachev. The role of our press, radio, and television in conducting publicity is especially great. Party committees have begun to more actively utilize their press organs in the struggle against negative phenomenon and various types of deviations from the norms of the Soviet way of life.

Suffice it to say that more than 2,000 sharply critical articles prepared on the basis of party checks as well letters of working people have been published on the pages of republic, oblast, and rayon newspapers in the last 4 years.

The critical articles of the press are receiving a broad social response; they are being discussed in labor collectives; and they are becoming a warning against possible violations. It is also important that these articles stop the various false rumors that arise in connection with the dismissal of managers who are not worthy of trust. Undoubtedly, this helps correctly indoctrinate cadres and form social opinion.

Party obkoms, gorkoms, and raykoms must utilize the oblast, city, and rayon press even more extensively in the struggle against shortcomings in cadre work locally and insure that each serious article is discussed in party organizations and labor collectives and that it becomes the impetus for improving work. It is also necessary to improve the party leadership of the mass information and propaganda media, penetrate more deeply into the life of editorial collectives, and increase high demands for the quality of publications and radio and television broadcasts. Special attention should be devoted to replenishing editorial offices with journalist cadres who have high political and moral qualities. It is no secret that accidental [sluchaynyy], morally unstable, and sometimes dishonest people who disgrace the high calling of Soviet journalist with their behavior frequently pursue their occupation in editorial offices of newspapers, journals, television, and radio. They must be decisively eliminated.

The Central Committee department of propaganda and agitation (Comrade Saadanbekov) must consistently try to solve questions related to increasing the ideological-political and professional level of journalist cadres. Editors and primary party organizations of mass information media must be held strictly responsible for insuring that each publication is distinguished by party principle, sharpness of thought, and clarity of style, and that the role of the press, radio, and television becomes increasingly greater in communist indoctrination of the working people.

Comrade Usubaliyev further dwelt on questions of training cadres and focused attention on the need for utilizing them better. 23,000 specialists with higher and secondary specialist qualifications work in posts which do not require that they have education. This includes 8,500 engineers and technicians who work in worker [rabochiy] positions. Their number is especially high at the Kirgizelektrodvigatel' [Kirghiz Electric Motor] Plant (Comrade Morozov), the Kirghiz Mining and Metallurgy Combine (Comrade Medvedev), Kirgizglavenergo [possibly Kirghiz Main Administration of Power], at enterprises of the Ministry of Light Industry, the Ministry of Local

Industry (Comrade Tverdokhlebov), the Ministry of Construction Materials, and the Ministry of Domestic Services (Comrade Aldashev), and Kirgizprotreboysuz (Comrade Chilebayev).

However, the managers of these ministries, departments, enterprises, organizations, and associations often complain about the shortcomings of specialists, and many responsible posts in production are filled by persons with practical experience only. For example, in industrial enterprises more than 300, or 11 percent, of the chiefs of shops, shifts, and sectors and their deputies are practical workers. And there are even more of them in the nonindustrial sphere.

One cannot fail to be disturbed by the fact that among employees of the apparatus of certain republic ministries and departments, in particular the Ministry of Fruit and Vegetable Industry, the Ministry of Procurement, the Ministry of Local Industry, the Ministry of Communications, the State Committee for Supply of Petroleum Products, and others, there are many specialists who by profession bear no relation to the sector where they are working. This undoubtedly has a negative effect on the competency of national economic management.

Today, when we have become earnestly involved in performing complicated and important tasks related to converting the economy to the basis of intensification and accelerating scientific-technical progress, it is extremely important that all sectors of production be reinforced with highly skilled, literate, competent specialists. The role of engineering cadres has increased immeasurably in contemporary conditions. This makes it necessary to substantially increase the quality of their training and utilize them correctly.

Unfortunately, there are still many omissions in this area. The Ministry of Higher and Secondary Specialized Education (Comrade Tursunov) and planning organs are using obsolete methods of planning cadre training and are inaccurately predicting future needs for specialists of sectors of the national economy and certain regions of the republic. There is a lack of proper efficiency in the style of the activities of the Ministry of VUZes and practical organizational work is often replaced by paperwork. In 1984 alone, the ministry collegium adopted 92 decisions on improving the training of specialists and scientific-pedagogical cadres. But no real result is yet apparent.

The Ministry of VUZes and the Ministry of Education (Comrade Bazarkulov) sometimes show haste and thoughtlessness in selecting and assigning cadres. Because of this, employees who are without initiative and even accidental frequently turn out to be managers of educational institutions and then have to be got rid of. The directors of 92 schools and 5 tekhnikums and 2 rectors of VUZes have been discharged for negative reasons in the last 4 years.

The Central Committee science and educational institution department (Comrade Sadykov), party committees, and ministries of education and higher and secondary specialized education must take all possible measures to improve

work with the cadres of educational institutions and increase their responsibility and the level of specialist training.

In carrying out cadre policy the republic's party organization devotes much attention to work with the creative intelligentsia. The Central Committee department of culture (Comrade Abdysamatov) must work seriously to eliminate existing shortcomings.

The system of vocational-technical education plays a large role in forming the cadre potential of the republic's economy. There are still many unsolved problems in this area as well. In particular, serious complaints are being made against the republic's Gosprofobr [State Committee on Vocational-Technical Education] (Comrade Kasendeyev) for the low quality of the training of future workers, especially of the high rejection rate of students from vocational-technical schools. Free labor force in the countryside is not being effectively enlisted in industrial and construction work and few Kirghiz young people are being trained as skilled workers for machine building and other industrial sectors.

Central Committee secretary Comrade Karypkulov and the Central Committee science and educational institutions department must hold managers of ministries and departments, base enterprises, and farms more strictly responsible for training highly skilled worker cadres and carrying out reforms of general and vocational-technical education.

Another important issue is strengthening work with Komsomol cadres, as the Central Committee decree on party leadership of the Komsomol requires. In fulfilling Central Committee directives, it must be insured that the Komsomol selection organs promote the most mature, enterprising, and energetic young activists who have organizational abilities and have passed through the school of life in labor collectives.

The CPSU Central Committee obliges party committees to actively help Komsomol organizations solve cadre questions and conduct this work systematically and constantly.

Comrades! Along with the entire country, Kirghizstan has come to an important point in the five-year plan period. The main concern with which all the republic's communists and working people are now living is to successfully fulfill the plans of the year which is coming to an end and of the 11th Five-Year Plan as a whole and to meet the 27th Congress of our native party and the approaching 40th anniversary of the Victory of the Soviet People in the Great Patriotic War with new achievements.

The people of Kirghizstan have been swept up in a great labor and political upsurge and live and work in an atmosphere of solidarity and unanimity. The elections to the Supreme Soviets of the Union republics and the local Soviets of People's Deputies were convincing new evidence of the solid unity of the party and the people, the triumph of Soviet democracy, and the indissoluble fraternal friendship of all peoples of our country. The clear, mobilizing speech of the General Secretary of the CPSU Central Committee, Comrade M.S. Gorbachev, at the extraordinary March CPSU Central Committee Plenum has given



the working people powerful incentive for constructive energy and creative initiative. The working people of Kirghizstan have interpreted Comrade M.S. Gorbachev's directive that "work on fulfilling this year's plans for economic and social development must be successfully completed and thereby give a positive start to the next five-year plan period" as a fighting program of action.

Socialist competition has been widely developed in the republic. It has become more widespread than ever before. More than 1.1 million Kirghiz people have adopted individual socialist obligations. Our total collective achievements are being formed from the individual contribution of each person. Party, trade union, and Komsomol organizations and Soviet and economic organs must direct their organizational and mass-political work toward the unconditional achievement of the goals outlined. In this connection, mutual verification of the fulfillment of collective and individual obligations should be actively carried out in industrial enterprises, construction and transport organizations, and all sectors of the economy. Trade union organizations are being charged with great responsibility in this area and active and purposeful organizational work is required of them.

Kirgizsovsprof [Kirghiz Trade Union Council] (Comrade Abakirov) and the republic's committees of sectorial trade unions must persistently attempt to increase the efficiency and impact of socialist competition, give it broad publicity, promptly summarize the results, stop formalism decisively, and establish a high spirit of competition.

Today all collectives are conducting active preparations for the All-Union Communist Voluntary Work Saturday dedicated to the 115th anniversary of the birth of V.I. Lenin. Everything possible must be done to insure that the day is commemorated with the highest labor productivity. It is very important that on this day every labor collective works on conserving raw and processed materials, energy, and fuel resources. In order to do this, it is already time to begin reviewing conservation reserves everywhere and replenish the thrift fund.

The results of work in the last 2 months of the concluding year of the five-year plan confirm that the communists and all working people of Kirghizstan have fulfilled their resolve to not only consolidate successes achieved earlier but multiply them as well. In January-February the volumes of the industrial production and sale of output were substantially higher than the assignments established for that period. The plan to increase labor productivity was overfulfilled. Indicators of automotive and railway transport improved slightly.

Along with positive results, we also have serious shortcomings and omissions in organizing the fulfillment of state plans and socialist obligations. Plans for output sale were not fulfilled by 44 enterprises; more than 10 million rubles worth of output was underproduced. Assignments on increased labor productivity were not fulfilled by 76 enterprises.

Party and social organizations and Soviet and economic organs must take the most resolute measures to overcome the lagging in these enterprises and hold



their managers, primary party organizations, and trade union organizations which are not matching their words and deeds strictly and in a principled manner responsible. "Reserves must be gathered and mobilized and all efforts must be exerted," Comrade M.S. Gorbachev points out, "to complete what has not been finished and reach the goals outlined by the end of the year." For us this directive is the main reference point in all our economic activity. Today the most urgent task is to make up for omissions and maximally compensate for the shortage of output in certain sectors and at enterprises and fulfill and overfulfill the plan for all indicators of the first quarter. This task requires that we intensify the struggle to strengthen labor and production discipline, order, and organization. Unfortunately, certain collectives have put this work on a low level, allow substantial losses of work time, do not insure proper performance discipline, and forget that strong discipline and high organization are the major reserves for effective management. In no way must we continue to accept this.

Comrades! Completing the overwintering of livestock, which was made difficult because of the unfavorable, protracted spring season, requires our unabated attention.

Communists and all working people of Kirghizstan have taken the CPSU Central Committee's appeal to the country's livestock breeders to successfully complete the overwintering of livestock and not allow its productivity to decline as an especially important economic-political task.

We note with satisfaction that in conditions of the present unprecedented severe winter, Kirghizstan's stock breeders are working really selflessly, deeply aware of their responsibility to the party and the people, and are opposing the natural elements with a high level of organization. Party, Soviet, and economic organs have supplied stock breeders with dwellings at winter range pastures and are helping them use feed conservatively and efficiently; feed shops and feed lines are operating at all farms. Almost all livestock are being kept in standard and adapted quarters; food supply and cultural-domestic, trade, and medical services for the stock breeders have been organized.

Thanks to the assistance of the CPSU Central Committee and the USSR Council of Ministers as well as measures taken locally, the republic's herd of public livestock has not declined compared to last year's level.

It is good to report, comrades, that the quarterly plan for selling livestock, poultry, and eggs to the state was fulfilled on 23 March of this year. The sale of meat and eggs beyond the plan continues.

Nonetheless, placidity and complacency, which the CPSU Central Committee has repeatedly cautioned us against, manifest themselves in some places among the party, Soviet, and economic aktiv.

With a severe shortage of feed, a number of farms are not conserving and using feed efficiently and the level of milk yield and livestock weight gain remains extremely low. The productivity of cows has declined especially sharply as compared to last year in Osh Oblast and the Issyk-Atinskiy, Alamedinskiy, and

other rayons. Livestock losses have increased substantially in Naryn and Talas oblasts and in the Chuyskiy, Moskovskiy, and Kalininskiy rayons.

We have not yet eliminated the breakdown allowed in milk yield in the winter months. There is an especially great lag as compared to last year in Issyk-Kulskiy and Talas oblasts and in Sokulukskiy and Kalininskiy rayons. In the coming days these and other oblasts and rayons must increase yield and sharply raise the rate of milk delivery to the state. In order to do this, procurement of excess milk from the population must be further increased. All oblasts and rayons must fulfill the plans for milk procurement.

Organizational and mass-political work on livestock units must be developed more extensively, all-out help must be given to stock breeders and at every farm the livestock must be safeguarded, production of animal husbandry output must be steadily increased, procurements of meat, milk, and eggs must be increased in accordance with socialist obligations adopted, and the lambing season in sheep raising must be carried out in an organized matter with no losses.

Spring is almost a month late for our conditions. This requires us to carry out spring field work in the shortest period of time possible. Shortcomings which still exist in preparing seed materials and repairing equipment must be eliminated more rapidly.

As a result of the abundant accumulation of precipitation, good conditions are developing for obtaining a high yield from agricultural. Our task is to take full advantage of this opportunity. We must step up the speed of work to prepare the irrigation network for watering and to fill up all reservoirs, tanks, ponds, and basins with meltwater and thereby provide the young crops with an adequate supply of moisture.

Today the attention of the participants in the plenum must once again be turned to the need to unconditionally perform such an exceptionally important task as sharply increasing the production of feed in 1985. The present overwintering has been a serious test for us all. The entire republic's party organization should take its lessons into account and do everything possible to insure that at least 2.3 million tons of rough and green feed -- 400,000 tons more than last year is procured this year; this amounts to 14 feed units per hypothetical head of cattle. In order to do this, the structure of planting areas of feed crops needs to be revised; planting of higher yield and higher protein crops like peas, alfalfa, corn, barley, and others must be expanded; and intermediate, mixed, and stubble crops which have proven themselves must be introduced more extensively. Along with this, the technology of cultivating, harvesting, and storing feed must be improved.

In order to raise accountability for increasing feed production, specialized brigades and links must be set up on collective contracts where it has not yet been done and they must be reinforced with experienced brigade foremen-specialists who know their work.

Comrades! In summarizing everything that has been said, I would like to emphasize once again that all-out improvement of work with cadres is the

paramount condition for successful realization of the large-scale tasks the republic faces in socioeconomic development and further increasing the communist consciousness of the working people. Today we have analyzed the condition of this work and identified many serious shortcomings and omissions. As first secretary of the Central Committee, I do not deny my own responsibility. I am deeply aware that no matter how overworked I might be, I must study the questions of cadre policy more. However, I want to say that in distributing responsibilities among the Central Committee secretaries, Comrade Makarenko should focus his efforts for the most part on work with cadres, study their practical, political, and moral qualities, work more thoroughly and meticulously on creating a reserve, and make higher demands on Central Committee departments, above all on the department of party organizational work (Comrade Shimkin) and his inspectors to insure that they promptly and objectively observe the merits and shortcomings of employees and not allow mistakes and miscalculations when promoting them to management posts. As facts confirm, at times this is precisely what we lack.

Our task is to implement practical measures which insure the strictest observance of Leninist principles of selecting, assigning, and indoctrinating cadres in all party organizations. We are obliged to persistently and consistently try to insure that politically mature, competent managers who have high moral qualities, enjoy the trust of the masses, and are infinitely devoted to the party cause and able to successfully realize its policy head all sections of party, Soviet, economic, and cultural construction without exception.

And in performing this task, we must give paramount attention to such questions as the further improvement of the Marxist-Leninist education of management cadres, their ideological-political training, and their enrichment with experience in organizational and ideological work with the masses, creating reliable cadre reserves; and we must promote more women to responsible sections of party, Soviet, social, and economic work and be especially concerned with the reserve of young cadres, without whom the continuity and optimal combination of young and experienced employees cannot be insured.

The proper selection and assignment of cadres is an important condition for further improvement of the international indoctrination of the working people. As was already noted, we are doing a great deal in this direction. However, certain party committees do not always take adequate account of the national composition of the populations of various regions and the specific demands and needs of nationalities and peoples who live in the republic. This shortcoming must be decisively eliminated and everything possible must be done to insure that the fraternal unity and solidarity of the multinational people of Kirghizstan around the Leninist party is strengthened day after day.

In short, we must raise the entire system of selecting, promoting, teaching, and indoctrinating cadres to the level of the CPSU Central Committee demands.

Recently, at a regular meeting of the CPSU Central Committee Politburo, the need to strengthen labor, state, and party discipline and the need for decisive struggle against any manifestations of formalism and irresponsibility

and everything that contradicts socialist norms of life was especially emphasized. We must make this CPSU Central Committee directive the basis of our practical activity to realize the party's plans.

In conclusion, comrades, allow me on your behalf to assure the Leninist Central Committee and the Central Committee Politburo headed by General Secretary of the CPSU Central Committee Comrade Mikhail Sergayevich Gorbachev that in improving work with cadres and the style and methods of their organizational and political activities, the republic's party organization will achieve new successes in carrying out the social and economic tasks posed by the party and will greet the 27th CPSU Congress with worthy deeds.

#### FOOTNOTES

1. Vladimir Il'ich Lenin, "Polnoye sobraniye sochineniy" [Complete Works], Vol 36, p 193.
2. Ibid., Vol 45, p 53.

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CSO: 1830/438



REGIONAL

VAYNO SPEECH AT 18TH PLENUM OF ESTONIAN CP CC

Tallinn SOVETSKAYA ESTONIYA in Russian 27 Mar 85 pp 1-3

[Speech by CPSU Central Committee Member, First Secretary of the Central Committee of the Communist Party of Estonia, K. G. Vayno at 18th Plenum of the Central Committee of the Communist Party of Estonia: "The Tasks of the Republic's Party Organization in the Further Improvement of the Work With Cadres in the Light of the Requirements of the CPSU Central Committee"]

[Text] The work carried out by the party organizations with cadres has always been and continues to be a key, decisive link in the management of the economy, culture, and public affairs. The party's cadre policy is that mighty lever by means of which the party exerts a daily influence upon the course of development of society.

The new and more complicated tasks that have faced our country at the stage of developed socialism require the constant improvement in the work with cadres, the intensification of their responsibility for the assigned job, and the improvement of the management style. That is why, when preparing for the forthcoming 27th Party Congress, the party organizations are consolidating and interpreting the experience that was accumulated during recent years in cadre work, are revealing any shortcomings that exist, and are indicating the ways in which they can be eliminated.

The question of improving the work with cadres is a particularly vital one in the light of the requirements stated by the March Plenum of the CPSU Central Committee that was just held.

The Plenum unanimously elected as General Secretary of the CPSU Central Committee Mikhail Sergeyevich Gorbachev, an eminent figure in our party and country. In all the responsible sectors that were entrusted to him, Mikhail Sergeyevich demonstrated a large amount of organizational talent, initiative, and energy, and true adherence to party principles. By his knowledge and experience and by his creative, innovatory attitude toward the job at hand, he won the profound respect and trust of the Communists and all the rest of the Soviet citizens. The workers in our republic, like the rest of the Soviet nation, have heartily approved the decisions of the March Plenum of the

Central Committee and the election of Comrade M. S. Gorbachev as General Secretary of the CPSU Central Committee.

In his profound keynote speech at the Plenum Mikhail Sergeyevich Gorbachev concentrated the party's attention on the key problems of today, on the most important long-range tasks, and confirmed the stability of the course aimed at the acceleration of our country's social and economic development and at the improvement of all the aspects of the life of society, the course aimed at the further reinforcement of order and organizational spirit. It is completely obvious that the resolution of all these complicated and large-scale tasks will require all of us to exert ourselves and to make considerable organizational and indoctrinational efforts. And success here will depend to a decisive degree upon the cadres, upon their competence and purposefulness, and upon their businesslike attitude and initiative.

That is why the questions of work with cadres, of improving their selection, assignment, and indoctrination today have a greater importance than they have ever had.

The question today is not simply one of improving the work with cadres, but, rather, the cadre policy at the present-day stage.

Obviously, we are not discussing some kind of emergency campaign in the work with cadres. But it is important to understand that our entire system of selecting, instructing, and promoting cadres must correspond to the new conditions, to those complicated, large-scale tasks that are confronting us. We need well thought-out, planned work with cadres that has been elaborated for the long-term period. We need a systematic and complete analysis of matters from that point of view. It is only analysis like this, work like this, that will provide the opportunity for the party committees to notice promptly any tendencies that are developing, to see how things are going with the professional and political training of the administrative workers, how people are carrying out the party line that is aimed at combining the old, experienced, and young cadres, at promoting to administrative positions the workers and kolkhoz members, representatives of various nationalities, and women, and to exert an active, skillful, and forceful influence upon these processes.

We have in mind first of all the need to increase the responsibility borne by the party committee, ministries, and departments for carrying out the cadre policy in the most important sectors of party, state, economic, and public work.

It is from these positions that we must approach our entire work with cadres. Our republic's party organizations devote constant attention to these questions. During the past four years they have been discussed twice at plenums of the Central Party of the Communist Party of Estonia [ECP]. The Buro and Secretariat of the ECP Central Committee have considered practically all the most important areas in the work with cadres, and have studied the state of affairs in the most diverse sectors. There has been a detailed and careful analysis of the work with cadres in agriculture, at industrial enterprises, in the ministries of culture, housing and municipal services, and

justice, and the republic's Academy of Sciences. And, whatever question was being discussed at sessions of the Bureau and Secretariat of the Central Committee, the discussion also invariably touched upon various aspects of the work with cadres.

Questions of the selection, assignment, and indoctrination of cadres are constantly considered at plenums and bureaus of the party's city and rayon committees.

When carrying out the decisions that have been made, the party committees and organization have begun to study more deeply and to evaluate in a more demanding manner the on-the-job and political qualities of the managers, and to render a larger amount of practical assistance to them. As a result of the persistent work of the Central Committee, the party's city and rayon committees, and the primary party organization, our republic's administrative personnel have recently increased considerably in size and have become stronger. Most of the ministries, associations, and enterprises are headed by technically well-trained, initiatory managers who know how to organize the labor performed by people and how to resolve successfully the social and everyday problems of the collectives. There has been an improvement in the professional training of the organizers of agriculture. All the sovkhos directors and 92 percent of the kolkhoz chairmen are agricultural specialists, and 12 of them have a higher degree.

Young, promising workers are being promoted more boldly to work as managers. At the present time half the managers in the republic's ministries and departments are younger than 50 years of age. Considerable changes have occurred in the makeup of the party's city and rayon committees. Ninety percent of the secretaries currently are 45 years old or younger. All of them are specialists in the national economy, and more than half of them are graduates of higher party schools. Eighty-three percent of the workers in the party apparatus have higher education.

Just a year ago by no means all chairmen and deputy chairmen of city and rayon executive committee had higher education. Today there has been a noticeable improvement among that very important category of workers. All of them now have higher education. Ninety percent of the chairmen and secretaries of village and settlement Soviets also have higher education. This is one-third more than used to be the case, say, 10 years ago.

There has also been a qualitative improvement in the makeup of the trade-union cadres.

There is currently a more complete representation of the various nationalities in the makeup of the elected party, Soviet, trade-union, and Komsomol agencies.

Those are the most general results of the work that has been carried out in our republic during recent years. The most important thing is that we now have a rather good cadre potential.

But does that mean that all our problems have been resolved? No, it does not mean that. This work does not yet always have a planned, long-term nature. Miscalculations are made not infrequently in the selection of cadres. For that reason, we sometimes find in responsible sectors those managers who cannot cope with the job at hand, who are lagging behind the requirements of life, who fail to display a creative approach or initiative, and who prefer to operate by following, so to speak, the "well-traveled road." We may as well state outright that in many of the shortcomings of various enterprises and organizations one sees the manifestation primarily of our gaps in the work with people.

Many years ago Vladimir Il'ich Lenin taught that we must "in the most cautious and most patient manner test and identify the real organizers, people with a sober mind and with practical gumption, people who combine devotion to socialism with the ability, without any noise (and even despite the commotion and noise), to organize smoothly the strong, well-coordinated joint work performed by a large number of people..." "It is only such people," he said, "after being tested a dozen times, and after being moved from the simplest tasks to the most difficult ones, who should be promoted to responsible positions as managers of the people's labor, as administrative managers."

When one works attentively and patiently with cadres, one also has good results. In this regard one can mention the director of the Viru Mine. V. Tokhver began working at that mine as a blaster. While working at the Estonslanets Association, he graduated from two higher educational institutions. The present general director of the Slantsekhim Association, V. Leyni, while working at his enterprise, was a fitter, a foreman, sector chief, then shop chief, deputy chief engineer, and then the deputy general director for production.

But in order to promote those comrades to managerial positions, it was necessary, while they were still workers and ordinary specialists, to notice them among dozens of people. It was necessary to promote them gradually from one task to another that was more extensive, from a small responsibility to a more serious one. And the fact that now they have become good managers who confidently lead their collectives is to the credit of many people -- the former directors of those enterprises, who painstakingly grew their own replacements; the primary party organizations, and the comrades from the party's Kokhtla-Yarve City Committee, who promptly supported those initiatory workers and put them in the reserve for promotion.

Noticing, indoctrinating, and promoting -- that is the most correct and most effective path for work with cadres. And when we travel along that path, we achieve success.

A very important criterion for evaluating cadres is their professional competency, their knowledge of the job at hand. This, of course, pertains first of all to the managers of the branches of the national economy, to ministers, chairmen of state committees, and managers of associations. It must be noted that, as a whole, those cadres in our republic assure skillful, qualified leadership. Comrades who enjoy well-deserved authority are V. Chernyshev, Yu. Kraft, A. Kaldma, Yu. Tambet, and others. They are distinguished by their ability to pose in a well-principled manner and to



resolve time-responsively the important questions pertaining to the development of their branches and to guarantee their steady operation. But, unfortunately, those qualities and that approach to the assigned job do not distinguish all the higher-level managers. A few of them are still living with their previous store of knowledge and do not know how to adapt to the new requirements. And that has an effect upon the operation of a number of branches.

When we speak of the need to conduct one's job well, we have in mind not only the branch managers. High competency is important nowadays for managers at any level. The scientific-technical revolution requires thorough professionalism. Today's manager must know the latest achievements of science and must possess high technical efficiency. But it is not just a matter of this. Recently much has been done in our country to improve the economic mechanism. Without that improvement it would be impossible to raise the national economy to a qualitatively new level. The brigade contract is being widely extended, the administration of the agroindustrial complex is improving, and a large-scale is being carried out in industry and in the personal-services sphere. All this requires the economic managers to know how to think in an economically efficient manner, in a modern way, and to orient themselves toward the intensive growth factors.

In his speech at the March Plenum of the CPSU Central Committee, Comrade M. S. Gorbachev said, "We will have to achieve a decisive turning point in shifting the national economy toward the track of intensive development. Within short periods of times we must achieve -- we are obliged to achieve -- the most advanced scientific-technical positions, and the highest world level of productivity of social labor." That is the task that confronts us today.

Under these conditions the only managers who can successfully manage an enterprise, coordinate, foresee events, and bring the labor collective to new heights are those who have complete mastery of the practical skills needed for administration, who are sensitive to discerning the tendencies in scientific-technical progress, and who know how to work with people. That is what has to be kept in mind when we promote a person to the position of manager.

Life convincingly shows us that when an enterprise is managed by precisely this kind of person, success is assured.

In this regard I would like to mention O. Klushin, the general director of the Krengol'skaya Manufaktura Combine. That enterprise is well known in our republic for its high results. And this is largely linked precisely with the personality of its manager, and with his work style. He is typified by a thorough knowledge of production, purposefulness, a sense of the new, and the ability to instill in people a faith in the success of a particular job. And that is very important, because the combine, in conformity with directives of the party's 26th congress, is undergoing a large amount of remodeling. The remodeling is occurring without any stopping of production, without reducing the strenuous work conditions. And what is especially valuable is that Oleg Gennad'yevich strives persistently for the fulfillment of the entire remodeling plan that has been set down, and takes a creative approach to the

resolution of the problem, already thinking at such time about the combine's future.

Another director who shows himself to be an initiatory manager is the director of the Tartu Experimental Plastics Articles Plant, V. Kull'. The plant is undergoing remodeling without any stopping of production and a new shop is being built. Moreover, new types of output are being assimilated. In essence, at the present time the plant is no longer the enterprise that it was when Comrade V. Kull' began managing it. During the past four years alone, the volume of production here has risen by a factor of 1.5 although the number of workers has not increased. For three years in a row in this five-year plan, on the basis of the results in the All-Union Socialist Competition, the collective was awarded the challenge Red Banner of the CPSU Central Committee, the USSR Council of Ministers, the AUCCTU, and the Komsomol Central Committee.

Managers such as this must be supported in every way and must be encouraged. And conversely, we must criticize those who are more concerned about having their burden made a little lighter, and whose work, if we can put it this way, is "so-so." This approach to the job, in particular, was typical of the director of the Loksa Ship Repair Yard, V. Kirichenko. And the party's Khar'yuskiy Rayon Committee acted correctly when it recommended relieving him of the position that he was occupying.

The discussion of initiative, of taking a creative attitude toward the job, is an especially vital one if one considers that many of our enterprises are currently operating under conditions of the economic experiment. The first to engage in the experiment were the collectives at four of our enterprises in the electrical engineering industry. Starting this year the experiment also began within the system of the light and food industry and in the personal-services sphere. And so, in essence, many of our collectives have become scouts, participants in large-scale actions which, although they still are of an exploratory nature, nevertheless are of tremendous importance because the results of that work will be used to define the economic mechanism for many years ahead. One can realize what a large responsibility lies on the shoulders of the managerial cadres at those enterprises.

During the period of preparation for the plenum, the departments of the Central Committee and many city and rayon party committees considered and carried out a better evaluation of the state of affairs with cadres. And that is good. It is necessary for us to analyze the work with cadres constantly and thoughtfully. But the most important thing is for the cadres to be checked on the job and especially in complicated situation. The present severe winter has demonstrated this in an especially graphic manner. Difficulties arose in the work of transportation, there were limitations in the consumption of electrical energy, and there were interruptions in the supplying of heat to certain housing areas. Because of an accident, the entire housing area of Lasnamyae in Tallinn remained without heat for almost 48 hours. Accident situations also arose in other cities and rayons in our republic.

Certain workers attempted to shift to the cold weather the responsibility for the disruptions that had been allowed to occur. But a frosty winter cannot

and must not be an unexpected situation for us. And it has been known for a long time that it is necessary to prepare ahead of time for the winter. However, in a few places people have become accustomed to taking a wait-and-see attitude: maybe things will turn out all right. But they will not and cannot turn out right. The winter has revealed many areas of incomplete work, and many shortcomings that have taken many years to accumulate here and there.

We might as well state outright that the executive committees and the party committees have eased upon their work with the cadres in the enterprises in the power-engineering industry and the housing and municipal services management. Those collectives, as a rule, as small in number, and it may seem at first glance that the work that they do is not very noticeable. And so that is apparently why it seemed to a few people that it was possible for them not to engage in it. And yet this winter especially revealed areas of incomplete work, instances of poor business practices, sloppiness, and the lack of control of many of the managers working in that system. The ECP Central Committee and the party's city and rayon committee have been receiving letters in which people complain about the poor work of the municipal services and about the rudeness and irresponsibility of certain workers. Those letters, of course, are analyzed carefully. But what sometimes happens at such time is that many comrades see in all of this only the technical areas where something is wrong: they say that a particular stand pipe has not been heating up, or that a particular pipe has broken. But actually the crux of the matter lies somewhere else: what responsibility has been borne by specific individuals, who is to blame, whose failure to inspect properly or whose sloppiness caused the "break," the "failure to heat up," or the "failure to complete the job properly." And what specifically is being undertaken to prevent future "breaks," but rather to make sure that the pipe heats up. In each such instance one must locate the actual people who are at fault. That is what the party committees and the executive committees of the local Soviets should especially direct their attention to. Because of disruptions in work during this winter, a number of managers had to be strictly punished. We must make the correct conclusion from all this: it is necessary to engage seriously in the work with cadres in the housing and municipal managements and the enterprises of power-engineering and transportation, their selection, and their indoctrination. It is also necessary to have constant, precise supervision over their work.

Then the speaker dwelt on cadres in agriculture. Today the requirements made of farm managers, kolkhoz chairmen, and sovkhos directors are higher than they have ever been. And that is completely reasonable. A tremendous production potential is concentrated in the kolkhoz-sovkhos sector of the economy. We have a rather large number of remarkable farm managers, people with a tremendous amount of experience, true "academicians" in their job. They include people who are well-known and who enjoy authority in our republic, people such as comrades E. Liyeberg, O. Kull', E. Kallaste, Kh. Parik, V. Prints, E. Kallas, Kh. Marrandi, E. Al'ba, R. Mannov, and others. Managers such as these comrades are characterized by a modern way of economic thinking, and the ability to take into consideration the close relations among the economic, social, and spiritual factors of development. The farms that they head have been confidently marching ahead.



At this point I would also like to note the importance of showing one's initiative, the importance of the constant search for reserves for increasing the intensity of production. For example, it is obvious to everyone that root crops are of tremendous importance in milk production. But we know that on many farms the situation with the growing of root crops is bad, inasmuch as those crops require a large amount of labor and constant care. So, on the Kolkhoz imeni E. Vil'de, Rakvereskiy Rayon, on the initiative of its chairman, E. Eril't, an entire system was created for growing fodder-type root crops, and that system also involves the minimal expenditures of manual labor. On that kolkhoz last year, each of 30 hectares planted to fodder-type sugar beets yielded 600 quintals of beets. That made it possible to lay in supplies of 2 tons of succulent fodder per cow. And that had an effect on milk production. The plan for the first four years for sale of milk was overfulfilled, and the milk yields per cow increased during that time by almost 500 kilograms.

Other farms that are known for their steadily high indicators are the Syprus Kolkhoz, Khaapsaluskiy Rayon, and the Orissaare Kolkhoz, Kingiseppski Rayon. Those farms are situated on land that is low in fertility, and the growing of good harvests of fodder crops there requires careful thinking, and even ingenuity and peasant's mother-wit. And those are precisely the qualities demonstrated by the chairmen of those farms, K. Kalamees and Kh. Vel'viste. On Orissaare the share of legumes in the structure of sown grasses during this five-year plan has almost doubled, and the area planted to rape has even tripled. And as a result the cows' productivity last year came to 4078 kilograms. On our islands this result was obtained for the first time. The fodder conveyor built has also been well organized on the Syprus Kolkhoz. The harvest yield of sown grasses has come very close to 50 quintals per hectare, and the plans for the laying in of supplies of fodders have been fulfilled during all the years of the five-year plan. The 4000-kilogram goal in milk yield has also been reached here.

At the same time we have also had instances of the unsuccessful selection of cadres.

The bulk of the work of selecting cadres to replace the farm managers is carried out by the party's rayon committees. But no one has removed the responsibility from Agroprom [ESSR Agroindustry] or the Ministry of the Fruit and Vegetable Industry. For the time being, they are working weakly with the cadres reserve, they are interacting insufficiently with the party's rayon committees and RAPO [rayon agroindustrial associations], and are proving to be incapable of promptly noticing and recommending a promising worker for promotion as a farm manager, especially from one rayon to another.

Of course, a large responsibility lies on the shoulders of the kolkhoz chairman and the sovkhos director. It is not every specialist who is ready to assume that responsibility. It is not everyone, frankly speaking, who wants to take on that load. Therefore it sometimes proves to be complicated to transfer a specialist from a highly profitable farm, where the earnings are high and the situation is always well organized, to a lagging kolkhoz or sovkhos. But obviously in such instances it is possible and necessary to remind these people that they are first of all Communists, who must put at the highest level not their personal interests, but the state interests.



Obviously, certain comrades forget the requirements stated in the Rules, and forget about what they wrote at one time in their application for entry into the party ranks. We frequently talk about the vanguard role of the Communists. Wherein is this role expressed? For ordinary Communists it is primarily in striving constantly to work outstandingly, to fulfill and overfulfill the plans, and to serve as an example in work and conduct. But for managers this means being where he is needed most of all, where things are most difficult, in the lagging sectors, where his knowledge and his energy are especially needed, because the readiness to take a state approach to the job at hand, to observe first of all the social interests, is one of the most important attributes of the manager's party spirit.

Work under the new management conditions in rural areas makes special demands on the work style of our rural managers, and on their ability to work as part of agroindustrial associations, in the same harness as their partners. Certain managers of kolkhozes, sovkhoses, and processing enterprises sometimes attempt to justify their failures by stating that their RAPO partners have not done sufficient work. Not everyone has yet learned how to work in the new way. But the essence of the reorganization specifically lay in combining the efforts, in working collectively with an orientation toward the common final result. The new agencies of administration have already been in operation in our republic for more than three years and it is difficult not to notice their positive influence upon the state of affairs. But it is necessary to strive for a situation in which the councils of the rayon associations demonstrate more initiative and a more businesslike attitude. We still have a rather large number of opportunities for directing the actions of our partners along the common channel.

In this same regard the party's rayon committees and the primary party organizations must work most consistently, must take more persistent steps to indoctrinate all the managerial cadres at the organizations that are part of the councils of the agroindustrial associations in the spirit of intolerance toward narrowly local interests and a departmental approach, and must strive for their coordination and the effectiveness of the work.

As for our republic's Agroprom, when it was being created the Buro and Secretariat of the ECP Central Committee and the Central Committee's Department of Agriculture and the Food Industry devoted a large amount of attention to filling the positions of deputy chairman, chiefs of main administrations, administrations, and departments in the association with knowledgeable, competent people. And it must be said that on the whole the "nomenklatura" cadres of Agronom are meeting the requirements that are made of them. Nevertheless one cannot fail to note that Agroprom's handwriting, the very style of its work, leave much to be desired. And that depends entirely on people. We have not yet achieved a situation in which, under the roof of Agroprom, all its links operate in a clear-cut and, most importantly, well-coordinated manner. The former disorganization continues to have an effect. Certain workers continue to feel that they are representatives of old departments that have already been abolished. A very large amount of time is spent in all kinds of measures to coordinate questions. Shortcomings are also experienced in planning. In order for our experiment to yield good results,

we must striving for a more precise style of management, and work that is better coordinated among our cadres.

Mikhail Sergeyevich Gorbachev, at the Plenum of the CPSU Central Committee, emphasized that in all sectors, absolutely everywhere, Communists must be an example of fulfillment of their civic duty and of conscientious labor for the good of society, and must confirm Leninist work style everywhere in their work. And this pertains first of all the party cadres.

That is why, when resolving questions of cadres, their selection, and promotion, we must take an especially demanding approach to the cadres of party workers. A person who has devoted himself to professional work in the party, in all his deeds and actions must be an example of high on-the-job and moral qualities. Only then will he be able to lead people after himself, and to be actually an authority for them. An especially important role is played by the secretaries of the party committees, and primarily the first secretaries.

It must be said that the party's city and rayon committee in our republic are currently headed by experienced, well-tested people, specialists in the national economy who have a good knowledge of the state of affairs in the outlying areas. Certain of them have already been working in these positions for several years. That is good. That attests to the fact that we have stable party cadres.

Persons who enjoy well-deserved authority are such experienced first secretaries as V. Roosmaa, V. Udam. S.-A. Villo, and others. Comrades who engaged in an initiatory, energetic manner in this job were E.-A. Sillari, M. Kolosova, and I. Ingerman, who were comparatively recently promoted to positions as first secretaries.

The Buro and Secretariat of the Central Committee take a careful attitude toward the secretary cadres, support them, point out, whenever necessary, the existing shortcomings or failures, patiently explain those areas that require additional work, and, at the same time hold them strictly accountable for the job assigned to them.

Of course, the secretary of the party committee has a large number of concerns and duties, and large and small jobs to do. Life is multifaceted. It daily presents the party committee with dozens of all kinds of questions. And those questions must be resolved. But it is important at such time not to be inundated in the mass of current matters, and not to lose one's sense of perspective, one's vision of that which is new. And that is what sometimes happens. It must be said outright that certain of our secretaries have somehow become accustomed to living in this maelstrom of current matters. And yet one of the chief merits of the party worker lies precisely in his being able to rise above the day-by-day questions, in knowing how to express progressive ideas, to find effective ways to implement them, and how to support the bold initiatives suggested by the collectives and the searches being carried out by them. All this, first of all, must distinguish the work of the party committee and its secretaries.

In order to successfully carry out the work of reinforcing the administration of various sectors of the national economy and of renewing the cadres, it is necessary to have a reliable, effective reserve. It is necessary to carry out the constant training and retraining of cadres. That is completely clear. But that has to be repeated once again today because, as has been indicated by practical life, the work of training a reserve is frequently carried out in our republic in a formal, superficial manner. Sometimes the situation consists solely of drawing up a list of candidates who are being recommended, but then that list is referred to very infrequently.

In many of our systems the reserve exists only on paper, and, consequently, no determination has been made of that real circle of people who can and must be trained as our future managers. Isn't this the explanation, first of all, of those cadre errors that we still are encountering in practical life?

Life shows us that certain managers are obviously uneager to engage in the selection of a reserve, since they evidently view this as a kind of encroachment upon their own positions. Isn't that the reason why, at certain enterprises, there appears to be a reserve list, but specialists have to be sought on the outside? Such situations have occurred, for example, at the Vol'ta and Eesti Kaabel plants, at the Estonfosforit Association, and certain others.

I would particularly like to emphasize today that growing a reserve for promotion is not just that would be desirable, but, rather, is the duty of a manager at any level, in any link. Vladimir Il'ich Lenin felt that the ability to observe people, to recognize their on-the-job qualities, and to assign them in conformity with their knowledge, practical skills, and capabilities was the organizer's chief talent. The degree of care and promptness with which the managers train a reserve of cadres who will be capable, in particular, of replacing them at some time can be used, to a definite degree, to judge the managers' responsibility for their work, for the state of affairs in the sector assigned to them, and to judge their party spirit, if you will.

A manager's growth is a complicated, delicate, and prolonged process. Therefore people must be trained ahead of time to reach a definite level and area of specialization in their activity. And if, indeed, someone has been specified to be in the reserve, then one must work painstakingly and attentively with him. One must render constant practical assistance to him, and, most importantly, one must check him on the job. For that purpose it is necessary to make broader use of such forms as temporary assignment to a position, the execution of individual assignments, temporary duty assignments, refresher courses, etc. This is what is done, for example, at the Estonlanets Association. During the period when a particular manager is absent, his place is taken by an "understudy" from among the specialists who are listed in the reserve. This is a good opportunity to see how he copes with the job, to see whether he is time-responsive, whether he knows how to make the optimal decisions, and to see how he works with people. Obviously, the "understudy's" work must later be carefully evaluated and analyzed. Otherwise it loses all meaning.



I would also like to mention an interesting form of work with the reserve of managerial cadres which was begun last year by the party's Pyarnu City Committee. There, under the direct leadership of the city committee, a group of young specialists has been created. That group has begun working in accordance with a special program. In addition to instruction in the theory of management and administration, the curriculum includes business games and practical assignments.

I would especially like to mention the training of a reserve of agricultural cadres. In this area we are also carrying out a definite amount of work. The Estonian Agricultural Academy provides six-month courses for future farm managers. The curriculum in those courses includes theoretical training, as well as the broad exchange of experience and familiarization with the work of the advanced farms in our republic, Lithuania, and Latvia. However, the selection of the candidates for these courses must be made more carefully, in order to assure that the specialists who are graduated from these courses can actually be promoted to positions of farm managers.

Within the near future we shall begin to operate a higher school of administration in agriculture. One of the chief tasks will be specifically the work with a reserve of future managers, the determination of their suitability for a particular level of activity. Similar work of evaluating the future specialists and giving recommendations for their future use in definite assignments must also be carried out by the agricultural academies.

In order to train and retrain the managerial cadres we have to make better use of the capabilities of the higher party schools. It is important to organize the training of the young workers in the apparatus of the party's city and rayon committees, and to help them more quickly to master the practical skills and methods needed in party-political work.

The complete study and objective evaluation of the workers, and the increasing of their responsibility, have been promoted by the further development of the democratic principles in the work with cadres. It is especially important, when promoting a worker, to know the opinion that the primary party organization and the labor collective have about him. We also have examples in which managerial workers have been elected. This pertains to the middle-management level, brigade leaders, and foremen. This practice should be expanded, and should be employed wherever it is desirable to do so.

We must increase the importance of the cadre performance appraisals.

Obviously, there would be fewer miscalculations in the practical situation if, when reassigning and promoting a worker, we would rely on his complete and, most importantly, objective performance appraisal. But we often find that they are as alike as two peas in a pod. "Morally stable," "enjoys authority," and a few other standard phrases -- and that's all. But as for what the strong or weak sides of that worker are, whether he is well-principled, whether he knows how to look critically at himself and at his work, and whether he is capable of correcting any errors that have been made -- nothing is mentioned. It is difficult to judge a person's qualities and capabilities



on the basis of performance appraisals like this. We must get rid of that kind of formal approach.

An important component of the party's cadre policy is the promotion of women to managerial party, Soviet, and economic work.

We have had definite shifts in this area. Recently many women have been elected to managerial party and Soviet agencies and as secretaries of party organizations, have been working in the management of trade unions, and have been appointed as managers of enterprises and institutions. For example, among the secretaries of the party's city and rayon committees, women currently constitute more than 32 percent. In four party rayon committees, women have been elected as first secretaries, and in two rayons, as chairmen of executive committees. Women are broadly represented in the republic's Supreme Soviet and in local Soviets.

However, the promotion of women, especially to major managerial positions, is still proceeding at an indecisive rate.

Little attention is being devoted to the promotion of women to managerial positions in the systems of trade and personal services. And yet in those branches 70-80 percent of the workers are indeed women. Women are also absent in the leadership of the republic's ministries of light industry, public health, social security, and Minvuz [Ministry of Higher and Secondary Specialized Education]. Practically speaking, there are no women among the first managers of industrial enterprises and scientific institutions. We must show more persistence and higher principles when promoting women to managerial positions, and must render the necessary assistance to them. We have considerable reserves in this regard. But for the time being we are using them poorly.

We must devote special attention to the ideological training of the cadres, and must develop in them the need for and the practical skills required for political work among the workers. We must completely eliminate a narrowly practical attitude, and a narrowly pragmatic approach. In this work we have been rendered a large amount of assistance by the decree of the CPSU Central Committee, entitled "The Participation of the Managerial Cadres of Estonian SSR in Political-Indoctrinational Work Among the Workers."

Slightly more than a year has passed since that decree was enacted. But during that short period of time, in general quite a bit has already been done. The party committee have begun to take a more systems-oriented and purposeful approach to carrying out the work of providing ideological-political training for managerial cadres, and to develop in them a high level of political culture and a new type of economic thinking.

One can already speak of serious shifts in the organizing of their training in party-economic and ideological activist schools, the work in which schools is being carried out by secretaries. During the current school year, more managers have begun taking classes in the Marxism-Leninism university; among those managers, half are "nomenklatura" cadres. There has been an increase in the demandingness with regard to the managers' self-study. There has been an

improvement in the system of supervising their training in various forms of political and economic education. Our managers have begun participating more actively in propaganda and mass-agitation work among the workers. It has become a more frequent practice to have them give oral reports at the party's city and rayon committees and the ECP Central Committee.

All this has had a positive effect upon the labor participation of our people, and their level of information and their understanding of the tasks that are confronting society promote the fulfillment of the national-economic plans. However, without remaining complacent about what has been achieved, we must continue to improve that work.

The managers' knowledge must find a more complete practical outlet in the form of lectures and discussions among the workers. This pertains especially to the audiences of young people, the scientific and creative intellectuals, workers in trade and the personal-services spheres, and the population at places where they live.

In a word, we still have ahead of us a lot of work to fulfill the decree of the CPSU Central Committee. Practical life convincingly tells us that today the work with people has a decisive influence upon the development of the economy. And, consequently, any manager who shuns that kind of work, who has no concern about raising his own level of political culture, proves to be a bad indoctrinator and, in the final analysis, a bad economic manager.

It is especially necessary to mention the manager's moral qualities. Moral purity, modesty, is for a manager, in essence, just as necessary a professional trait as his political maturity, political competency, and his organizing abilities. Managing people means also, at the same time, indoctrinating them. And that indoctrination should be, primarily, not by the use of circulating memorandums, not by instructional guides, not by the issuance of reprimands, but, rather, by providing one's own example of taking an attitude to the job, one's own moral outlook. In this regard we sometimes continue to encounter undesirable situations.

Why is that they seem constantly to be on the point of stopping, but then they appear again? Obviously, in a few places we are easing up, or are insufficiently demanding or well-principled. Because the sense that a person will not be punished, that he is allowed to do everything -- and we have been convinced of this many times -- is born first of all wherever there is a thriving environment of tolerance, of mutual admiration, and of complete disregard for criticism, especially criticism from below. And in this regard I would like to mention once again the need to increase the combativeness of the primary party organizations. It is precisely there that people must be the first to point out to the manager's errors, if necessary, and to take a party-oriented and well-principled approach in requiring him to answer for his misdemeanors. Our party's Central Committee requires organizing the job in such a way that every manager is constantly under supervision both from the top and from the bottom, on the part of the masses, and senses his accountability not only to those who are leading him, but also those whom he himself is leading, to his party comrades and to his party organization.

Speaking about the need to increase the role of the primary party organizations in the work with cadres, Comrade Vayno emphasized the exceptional importance in this matter that is attached to the reports given not only by the managers, but also by all Communists to their party organizations concerning the fulfillment of their official duties and the requirements of the CPSU Rules.

In a number of party organizations throughout the country, and in particular in Georgia, it is becoming a broader and broader practice to have Communists give oral reports at open party meetings. It would also be a rather good idea for us also to introduce into our work practice this party "certification," so to speak. Especially since we also have similar examples in our own republic.

In a word, we are dealing with creating a harmonious system with which every Communist gives an oral report at his party organization once every three or five years, depending upon the number of persons in the organization.

Three months of our work during the current year are coming to an end. What have been the results of that work? Putting it outright, for the time being they are not too good. We have not started working in the best manner. Whereas January as a whole proved to be rather good, February and the beginning of March brought a large number of unpleasantnesses. A rather large number of associations and enterprises reduced their production rates and failed to cope with the planned assignments for basic indicators. They include such major enterprises and associations as the Plant imeni Kh. Pegel'man, the Kiviyli Plant, the Estremrybflot and Estonbumprom associations, etc. In a number of rayons there has been a reduction in the purchases of livestock and poultry, and milk and eggs. The construction rates have slowed down. The plan for retail trade turnover has proven to be unfulfilled.

Of course, any disruptions can be explained by citing various reasons, including objective ones. For example, the winter proved to be too cold, and February was a day shorter than it was last year, or difficulties arose in supply, or transportation did not work the way it should have. All this, of course, may actually be so. It is only that such explanations do not make anything any easier. Moreover, you cannot justify everything by giving explanations such as this.

Take, for example, the Estrybprom Association. Its ships catch fish in warm seas. Frosts did not crackle there, and snowstorms did not rage. So it would seem that the winter did not have anything to do with the situation there. But the association failed to fulfill the plan. And yet other subdivisions of Zapryba -- the Kaliningrad, Lithuanian, and Latvian subdivisions -- did fulfill their plan. They worked under the same conditions, on identical ships. What happened? This is not the first year that Estrybprom, one of our largest production associations, has been acting feverish. And every time its managers find objective reasons for explaining the disruptions, and give assurances that this is a temporary phenomenon and that, as a whole, everything is all right. Without a doubt, Estrybprom does have its difficulties and complicated problems. But that is why management exists -- to engage in such problems, to resolve the questions where they are supposed to



be resolved, rather than waiting passively for something to turn up. Comrade Kh. Mayde should make the most serious conclusions for himself.

Or take such a question as the situation with the trade in certain vegetables in our stores. We must give its due to the Ministry of Fruit and Vegetable Management: in recent years the vegetables served on our tables have become much richer. Nevertheless, there are a few vegetables that are constantly in short supply. Last year there wasn't any garlic, and now the vegetable that is in short supply is carrots. Once again, everything can be explained, and it would seem that no one is to blame. And yet during the autumn the harvest of carrots was good, and a number of farms even had difficulties selling them. So an absurd situation arises: a shortage in the midst of plenty. And this is not the first year that this has happened. Similar situations have also occurred before. Consequently, the question is not a new one. Why, then, Comrade Minister Kh. Myannik, is it not being resolved by those who are supposed to resolve it?

Similar examples could be cited from other spheres of the national economy. Today, at this plenum, we must discuss the task of overcoming with the shortest periods of time the difficulties that arose in our republic at the beginning of the year, of paying back the indebtednesses, of organizing normal working rhythm, and guaranteeing the continuous supplying of items to the public. We can do this. And our practical life convincingly shows us that we can. When, during the present winter, work interruptions occurred on the railroad, the party's Central Committee instructed the party's city and rayon committees to take under their special supervision the work of transportation. It was necessary to act decisively, time-responsively, and in an organized manner. And many of our party committees in this situation showed themselves to be skillful organizers. They operated confidently and energetically. In such complicated situations one can see with particular clarity who is capable of what, one can see whether the party committee is time-responsive, and whether it really knows how to get people on their feet and how to organize the job well.

What conclusion should we make for ourselves out of this? It is always the same conclusion: cadres and supervision over their work are what the party committee and its secretaries should direct their attention to, first of all. The party committee and its secretaries should not attempt to take the place of economic managers or the Soviet agencies. They should not attempt to resolve the questions for them, should not assume their functions, but, rather, should supervise them and, if necessary, help them -- that is how we must construct our work.

The March Plenum of the CPSU Central Committee especially emphasized the need to intensify the organizational spirit, to increase responsibility, and to reinforce labor, state, and party discipline.

Many matters and a large amount of intensive work of overcoming the difficulties that have arisen lie ahead of us. And we must work in a more coordinated, more precise, more organized manner than we ever have. There must be no place for any manifestations of ostentation or idle talk, arrogance, or irresponsibility.



In conclusion the speaker expressed his conviction that our republic's cadres will be at the level of the party's requirements and, with a sense of increased responsibility, will work to fulfill the assignments of 1985 and the five-year plan as a whole. He assured the CPSU Central Committee that our republic's party organization and all the workers in Soviet Estonia, by their specific deeds, will respond to the decisions of the March Plenum of the CPSU Central Committee and will meet in a worthy manner the 27th Congress of the Leninist Party.

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REGIONAL

CP OF UZBEKISTAN CENTRAL COMMITTEE PLENUM

Usmankhodzhayev Plenum Speech

Tashkent PRAVDA VOSTOKA in Russian 30 Mar 85 pp 1-4

[Abridged report by I. B. Usmankhodzhayev, CP of Uzbekistan Central Committee first secretary]

[Text] Comrades:

The entire history of our Leninist party convincingly proves that the proper selection, placement and upbringing of cadres is the most important prerequisite for achieving its objectives and successfully resolving socioeconomic problems. The communist party has always paid great attention to strengthening its cadre potential at all stages in building socialism, considering this a powerful lever for influencing the course of social progress.

This was reasserted at the Extraordinary March CPSU Central Committee Plenum, which proved our party's inflexible loyalty to the cause of the great Lenin and the consistency and continuity of its political course drafted at the 26th Congress and the November 1982 and subsequent CPSU Central Committee plenums.

Like all Soviet people, the working people of Uzbekistan, who actively support the party's domestic and foreign policy, unanimously approve the decision of the March Party Central Committee Plenum to elect Comrade M. S. Gorbachev--the noted leader of the communist party and Soviet state--CPSU Central Committee general secretary.

The party directs its efforts and the labor activeness and energy of the entire people toward achieving a decisive upturn in putting the national economy on the track of intensive development. The task is to reach the most advanced scientific and technical positions and a global level of social labor productivity within a short time. In order to implement this assignment more successfully and quickly, the economic mechanism and the entire management system will be persistently improved in the future as well; the fundamental principles of the organization of socialist production will be applied creatively. Decisive steps, approved by the people, will continue to be taken

for bringing order and eliminating from our life alien phenomena and any encroachments on the interests of society and its citizens.

The working people in our country warmly welcome the party's course of accelerating the country's socioeconomic development, improving the material living and working conditions of the people, strengthening the alliance among the working class, kolkhoz peasantry and intelligentsia, and steadily strengthening the friendship among the peoples inhabiting our multinational state. They proclaim their aspiration to multiply their efforts for the implementation of the party's constructive plans.

The implementation of such plans requires of the party members and all working people in the republic intensive, initiative-minded and creative work and the search for and use of additional reserves and possibilities, skill, persistence and high-level organization.

As V. I. Lenin pointed out, new problems cannot be resolved with obsolete methods. That is why the CPSU Central Committee pays such great attention to improving the style of party management and all aspects of intraparty life and, above all, work relative to cadre selection, placement and upbringing.

Vladimir Il'ich Lenin repeatedly emphasized that policy is implemented through people and that no policy is possible without expressing it in terms of appointing and moving personnel and allocating party forces, and that the crux of entire work lies in the choice of people and verification of execution.

Such Leninist instructions assume a special meaning under contemporary conditions. Resolving problems of perfecting developed socialist society raises new requirements toward cadres in all areas of political and social life and economic and cultural construction. That is why the CPSU Central Committee raises the question not simply of improving work with cadres but of cadre policy at the contemporary stage. This means that corresponding modern conditions are needed in order to make changes in the entire system of cadre training and promotion and control over their activities.

The stipulations formulated by M. S. Gorbachev at the Extraordinary March CPSU Central Committee Plenum are of great importance in this connection. "In all sectors, here, there and everywhere, the party members must set the example of implementation of civic duty, conscientious work for the good of society and comprehensive assertion of the Leninist work style. This applies above all to party cadres and party and state managers. The CPSU will steadfastly pursue a line of increased exigency and enhanced responsibility for assignments."

The stipulation of the March Plenum not only directly pertains to the republic party organization but also, by virtue of many circumstances, assumes extreme urgency, significance and relevance for the party members in Uzbekistan.

The 16th CP of Uzbekistan Central Committee Plenum exposed major shortcomings in various areas of the republic's economic and social life, violations in the style and methods of party leadership and retreats from the Leninist principles governing cadre selection and upbringing. We analyzed the errors,

launched an uncompromising struggle against negative phenomena and upset the task of uprooting anything which may be hindering our progress.

The course charted is embodied above all in the extensive and intensive work being done in the republic to upgrade the responsibility of managers for assignments. Of late a number of party obkom, gorkom and raykom secretaries, chairmen of soviet executive committees and managers of ministries and departments have been relieved of their positions. Compromised workers have lost their positions in party committees, been recalled as deputies or strictly punished by the party. Individuals guilty of theft, waste and misuse have been criminally indicted. All of these measures have led to major improvements in the republic's situation.

This line will continue to be followed. Today, however, the task is to ascribe to cadre work a systematic and thoughtful nature in order to develop management cadres purposefully and on a long-term basis and to strengthen all sectors with competent and honest people loyal to the party's cause.

The 17th Central Committee Plenum confirmed the firmness of this course and rebuffed those who considered the steps taken in the republic for strengthening discipline a short-term campaign, assumed a waiting position, tried to adapt to the new circumstances and conceal their idleness and lower work intensiveness. A new impetus was given to the struggle against all types of abuses of official position and manifestations of patronage and helping fellow countrymen. The task was set of conducting such work on all levels of our political system, from top to bottom.

We must continue to perfect the activities of each party obkom, gorkom and raykom in accordance with the stipulations of the CPSU Central Committee requirements and the 16th Plenum and create a comprehensive atmosphere of intolerance of shortcomings and negative phenomena. We must firmly get rid of those who are opposing the charted course overtly or covertly.

The task of this plenum is precisely to make a thorough analysis of the practice of work with cadres which has developed in the republic, in the light of contemporary requirements, and to define the means, methods and ways for its radical improvement. In other words, we must develop and organize the entire mechanism of intraparty life in such a way as to exclude the possibility of errors in the selection and placement of leading cadres.

Today, thanks to the firm implementation of the party's Leninist national policy, Uzbekistan has a great cadre potential. Suffice it to say that during the 10th and 11th five-year plans more than 950,000 people with higher and secondary specialized training have joined the labor collectives.

Nearly 1.5 million specialists, 25 percent of them party members, are currently employed in the various economic, cultural and social areas. This is a great social gain and a reliable base for the solution of cadre problems.

At the present time all managers on the republic and oblast levels and virtually all secretaries of party gorkoms and raykoms and chairmen of city and rayon executive committees have higher training. Two-thirds are economic



specialists. The Central Committee nomenclature includes members of 30 different ethnic groups. The promotion of women to leading positions has been increased significantly. With their conscientious toil they are making a substantial contribution to economic, scientific and cultural progress.

The CP of Uzbekistan Central Committee Bureau and Secretariat have increased their strictness toward the party members and, particularly, the managers, for observing the CPSU bylaws and the Leninist norms and principles of party life. They assess their activities on the basis of political maturity, competence, organizational talent and, particularly, moral purity and modesty. Of late most problems discussed at secretariat and bureau sessions are directly related to the implementation of the resolutions of the 16th Plenum.

Party concern for the state of affairs in the republic and the truly strict demands made upon managers have made it possible to break to a certain extent the feeling of placidity and to enhance cadre responsibility for achieving the necessary end results. Increased exigency can and must affect both economic indicators and the social situation.

This is confirmed by the practical experience of a number of party committees, particularly those of the Navoi obkom, Angren gorkom and Moskovskiy, Namanganskiy and Ul'yanovskiy raykoms, which have greatly increased their exigency toward managers and demand for efficient economic management and are assessing in a principle-minded way even the slightest deviations from the requirements of the CPSU bylaws. On each such occasion the party committees take strict measures, inform the broad aktiv of them and openly seek the advice of the people.

These and other party committees make extensive use of effective work methods, such as discussing candidacies for promotion by primary party organizations and ratifying at party meetings character references reflecting both the strong and weak features of one person or another. Individual talks with the leading aktiv are systematically taking place and cadre certification has been undertaken. The effectiveness of such measures is also confirmed by the fact that most nomenclature positions in these party committees are filled from the cadre reserve.

Naturally, we cannot say that proper order has been instituted in all sectors of cadre upbringing in these party organizations. However, the trend is correct and the results it yields are tangible.

A close study must be made of the method applied in Tashkent and in several rayons in Tashkent and Bukhara oblasts of reviewing the militancy of primary party organizations. In the course of such reviews, made by members of the gorkom and raykoms and party veterans, the commissions talk with the individual party members, including managers, and analyze their participation in production and social life and behavior at home, assess the general state of affairs in the party organization and draft recommendations on strengthening its role as the support center of all organizing and ideological work. The initial results of such reviews prove that this is an efficient method for the education of party members and that it must be applied comprehensively.

Without belittling the significance of accomplishments subsequent to the 16th Plenum, and realistically assessing the situation, we must clearly realize that the steps which were taken have affected essentially only the higher echelon of our cadres, their surface stratum, so to say. Yet it is entirely clear that in order to achieve the set objectives the line of uprooting shortcomings must run through each party organization and labor collective and all social cells.

However, not all party committees and organizations have as yet assumed a principle-minded position in the struggle against negative phenomena. Although voicing their support of this course, some party obkoms, gorkoms and raykoms are actually pursuing it poorly and continue to tolerate those who violate the CPSU charter and the laws and deviate from the norms of party ethics and morality.

The Central Committee Bureau considered the report submitted by the Surkhan-Darya party obkom on implementing the stipulations of the 16th plenum. A number of cases of tolerant attitude toward managers who fail to implement assignments and commit a variety of abuses were exposed. The unprincipled and liberal attitude in assessing negative phenomena were pointed out to the obkom bureau and secretaries. The Central Committee decision applies to the party committees, and all party obkoms, gorkoms and raykoms must draw proper conclusions from it.

A number of party, soviet and state bodies, ministries and departments are reorganizing their work extremely sluggishly. They are tolerant of negligence and irresponsibility and occasionally try to pursue the faulty practice of creating the appearance of well-being and to shield from responsibility delinquent officials.

Here are some such facts. Fictitious documents according to which yarn worth 210,000 rubles had been sent to textile enterprises by the Kugayskiy Cotton Staples Plant, Namangan Oblast, were exposed. In this connection, last October the rayon's prosecutor's office submitted to the party raykom a request for the criminal indictment of plant director and rayon soviet deputy A. Tadzhibayev. Nevertheless, the Uchkurganskiy raykom assumed a patently tolerant stance on this matter, limiting itself to issuing a strict reprimand to the culprit.

Furthermore, this official, exposed for machinations and punished by the party, continues to manage the same enterprise and was made member of the village soviet. Although aware of all this, the party obkom is taking no steps whatsoever, in all likelihood waiting for the Central Committee's advice.

An outrageous case of unprincipled behavior took place at the Gulistan party gorkom, Syr-Darya Oblast. The chief and the chief engineer of the oblast communications administration allowed figure padding and whitewashing and abused their official position. They went so far as to appropriate for themselves funds which the collective had earned from farming. The primary party organization expelled them from the CPSU. However, the party gorkom

bureau and its first secretary, Comrade B. Makhmudov, took up their defense by annulling this decision as excessively strict. The obkom as well assumed the position of observer. It was only after the Central Committee's intervention that justice prevailed.

A great deal of formalism and stereotype and major shortcomings and blunders remain in work with cadres. The political, practical and, particularly, moral qualities of the personnel are insufficiently studied; the investigative style is being sluggishly eliminated and the opinion of the party organization and the labor collective concerning one official or another is not always taken into consideration. As a rule, no one assumes responsibility for issuing prejudiced character references and recommendations or for errors in cadre selection. Such impersonal behavior must be decisively ended.

The decision of the Khorezm Party Obkom, which is trying to increase the responsibility of party bodies and individual officials for cadre selection and promotion, is of basic importance in this area. Last September, one R. Radzhapov was appointed director of the Urgench Cotton Factory without proper investigation. Three months later, he was exposed for theft and bribery, expelled from the CPSU and detained. The question was raised of how such a notoriously dishonest person had been appointed to a leading position. Comrade M. Dzhumanazarov, first secretary of the Urgenchskiy Party Raykom, was strictly reprimanded and a note of the reprimand was entered on his card at a meeting of the obkom bureau. Party punishments were imposed on other rayon managers, who had issued positive character references to Radzhapov. The apparat personnel were severely criticized at meetings of primary party organizations and the party obkom and raykom; a strict discussion was held concerning their responsibility in the study of cadres.

The Central Committee Bureau considers that such problems should be resolved precisely in this manner. We must seek and find new approaches to work with cadres. We must take people strictly to task for such errors which are so costly to society. It is a question not only of substantial material damages, when incompetent or, worse, dishonest officials are appointed to leading positions. It is not merely a question of the moral health of cadres which, in itself, is quite important. It is a question of the reputation and the firmness of ties between the party organizations and the masses. That is why the party committees must comprehensively upgrade the individual responsibility of the personnel for the study, selection, placement and upbringing of cadres.

The city and rayon party committees play an exceptionally important role in implementing the resolutions of the March CPSU Central Committee Plenum and the course formulated at the 16th CP of Uzbekistan Central Committee Plenum. It is precisely they who are the direct promoters of party policy in the local areas. Their energetic and competent leadership determines the successful solution of all economic, social and educational problems.

That is why the Central Committee and the party obkoms pay prime attention to strengthening this main sector of party construction with politically mature cadres. Particularly strict requirements have been formulated for the first secretaries. Their political and moral qualities largely determine the entire



atmosphere of party committee activities. They have been called upon to be first not only in terms of rights and powers but also of competence, practicality, principle-mindedness, modesty, ability self-critically to assess the situation, to acknowledge blunders and errors honestly and openly and their ability to organize the people for joint and united work.

Reality offers convincing proof that in most cases economic failures and negative phenomena are inseparably related to blunders in the selection of party committee heads, and the violations of CPSU bylaws and norms of party morality and ethics by such people. That is why it must not be allowed for city and rayon party organizations to continue to be led by people such as former first secretary Sh. Fayziyev, Samarkand Gorkom; I. Umurzakov, Dzhambayskiy Raykom; T. Baykayev, Kaganskiy Raykom; T. Islamov, Bukinskiy Raykom; T. Tillayev, Chirakchinskiy Raykom, and some others, who tolerated shortcomings, made gross errors in cadre selection and upbringing, paid great attention to their personal welfare and promoted an atmosphere of ostentatious stir and obsequiousness, and even, in the case of some of them, theft, bribery and moral corruption.

Of late the Central Committee and the party obkoms have taken firm measures to strengthen the leadership of party committees. Particularly extensive work had to be done in this respect in Kashka-Darya, Kara-Kalpak and Bukhara oblast party organizations, where previously, as a rule, people were being promoted to positions of party committee first secretary on the basis of countrymanship, subservience or personal loyalty.

Proper results are achieved where the candidacies have been accurately chosen. During a 2-year period, Galabinskiy Rayon in Tashkent Oblast had been unable to fulfill its cotton procurement plan and was lagging in other indicators. Yusup Talipov was appointed raykom first secretary. He showed great responsibility in implementating the political line of the 16th Plenum in the rayon. Properly familiar with the work, and with the experience of party committee secretary and kolkhoz chairman behind him, and thanks to his organizational ability, he was able to mobilize the party members and all working people in the rayon in the struggle for the implementation of plans and obligations. Good indicators were reached as a result of such work in all economic and cultural areas. Similar changes for the better have taken place in many other party committees.

Nevertheless, we must frankly say that not all comrades promoted to leading positions in party gorkoms and raykoms have been able to come into their own immediately and make decisive efforts to correct the situation.

The Central Committee Secretariat and departments and the party obkoms must give practical assistance to the new party committee secretaries and supervise their work on a daily basis. We must strictly proceed from the fact that a replacement is substantiated and justified only when it can lead to success.

Great exigency must be displayed not only toward the leading personnel but the entire party apparatus as well. Here we must appoint people who have done good work in elective positions in primary party organizations, have gained



experience in labor collectives and earned a good reputation and the trust of party members and working people.

We must admit that to this day we have not been able to uproot the shameful phenomenon of favoritism. How else could we assess the work of Comrade G. Suvankulov, first secretary of the Khavastskiy party raykom, who did not hesitate to appoint his brother-in-law raykom instructor. Equally puzzling is the position taken by the Syr-Darya party obkom, which did not assess this case on a principle-minded basis and corrected this obviously abnormal situation only recently.

The selection of personnel for the party committee apparat must be decisively improved, paying particular attention to instructors, who are the main figures in the party committee.

In resolving the new problems of intensifying work with cadres, we must comprehensively upgrade the role of the primary party organizations. They must boldly correct officials who have committed improper actions, regardless of their rank, and assess violations strictly. This is an important method in educating cadres and upgrading their responsibilities.

Such were precisely the steps taken by the party members in the Sovkhoz imeni Lenin, Uchkurganskiy Rayon (Comrade R. I. Ibragimov party committee secretary). Seventeen people participated in the discussion of the CP of Uzbekistan Central Committee decree on the work of the Uchkurganskiy party raykom on upgrading the role of party organizations in kolkhozes and sovkhozes in strengthening planning and state discipline in animal husbandry. Shortcomings in this sector were fully exposed. Major blunders committed by the management were brought to light. The sovkhoz director was issued a strict reprimand and specific steps were earmarked to correct the situation.

Wherever the party organization ignores major faults and party bureau or party committee secretaries are afraid of worsening relations with managers, negative phenomena frequently assume a protracted and dangerous nature. Such was the case with the Glavsredazirsovkhozstroy Administration, where the party committee and its secretary, Comrade D. A. Saidov, adopted a clearly conciliatory stance toward gross shortcomings. Only one-half of the party members attended the meeting which discussed the materials of the 16th Plenum, and the criticism of specific members of the former leadership of the main administration, which was included in the Central Committee report, was not mentioned.

The Central Committee and the party obkoms, gorkoms and raykoms are still paying insufficient attention to the primary party organizations, as a result of which economic managers frequently remain outside their control and influence. The struggle against negative phenomena in primary party organizations must be given a front line position.

The activities of local soviets of people's deputies, trade unions, the Komsomol, the people's control bodies and all public organizations and levels of the social political system must be energized in the struggle to strengthen discipline and order.

Criticism and self-criticism are an effective means of training cadres and exposing and correcting shortcomings. They are also a sharp weapon in exerting party influence. The 16th Central Committee Plenum sharply condemned the type of practice in which a sober and realistic approach is replaced by ostentation and idle talk. Today the situation has changed significantly.

Shortcomings are being more boldly exposed and the errors and blunders of officials and managers are being discussed more openly by party committees and organizations, at soviet sessions and at labor collective meetings. However, we should point out that in our party criticism has never been self-seeking. The exposure of shortcomings must be followed by practical steps for their elimination.

Some comrades have learned how to criticize and sharply discuss errors. However, they clearly failed to display daily concern for correcting the situation. There still exist many lovers of beautiful statements, who rely on superficial effects. Some people try to reduce even the struggle against negative phenomena to loud assertions made from rostrums rather than engaging in specific work. In a number of party, soviet and economic bodies decisions and suggestions made by party members are being implemented extremely poorly.

We know how sharply problems of socioeconomic development were raised at the 16th Central Committee Plenum and, correspondingly, of the responsibility of economic managers. At subsequent CP of Uzbekistan Central Committee plenums as well, the state of affairs in the national economy was analyzed critically and a sharp discussion was held on the reasons which continue to hinder the conversion of the economy to intensive development track.

What were the conclusions drawn from all this by party committees, soviet executive committees and heads of ministries and departments? Nearly one-third of all associations and enterprises failed to fulfill their 1984 plans and so were industrial enterprises in Kashka-Darya, Samarkand and Surkhan-Darya oblasts. Contractual procurement obligations were not met. Particularly severe lagging was allowed to occur by the associations and enterprises of the ministries of fertilizers, light industry and the fruit and vegetable industry. A total of 318 industrial enterprises, or one out of four, failed to fulfill their labor productivity plans and labor productivity declined in 400 other enterprises.

This year as well, the situation is being corrected extremely slowly. In January and February 125 enterprises failed to meet their commodity marketing assignments; more than 300 did not meet their assignments for labor productivity and 275 for procurements.

During the same period, instead of lowering production costs the enterprises of the Ministry of Construction Materials Industry of the Uzbek SSR (Comrade G. G. Isayev) increased production costs by nearly 700,000 rubles, and the Ministry of Light Industry (Comrade M. Kh. Kurbanov), by more than 6 million rubles.

The share of superior quality goods amounts to no more than 10 percent of the total. How can the party committees of the cities of Bukhara, Dzhizak, Nukus, Navoi, Gulistan and Urgench, where this indicator has dropped by nearly two-thirds, tolerate the poor work of economic managers?

The work of the republic's construction and installation organizations was drastically criticized at the 16th Plenum. The CP of Uzbekistan Central Committee Bureau and Secretariat heard reports submitted by the Uzbek SSR minister of construction materials industry, the chief of Glavtashkentstroy, the minister of installation and special construction work and other heads of construction ministries and departments on implementing the plenum's decisions. These comrades gave assurances that they would take steps to eliminate work shortcomings.

The following figures reveal the way such promises are being kept. In 1984 the Ministry of Construction (Comrade F. G. Poturemskiy) failed to ensure the implementation of the plan for construction and installation work and failed to commission housing, schools, children's preschool institutions, hospitals and vocational-technical schools. Glavtashkentstroy (Comrade T. N. Nabiyeu) failed to deliver more than 100,000 square meters of housing, kindergartens for 1,560 children, hospitals for 560 beds and other projects. This year as well major lags have been allowed to occur.

A principle-minded discussion was held at a meeting between the Central Committee Bureau and the heads of several ministries and departments on the results of January and February work. Some of them were issued strict party reprimands for failure to meet planned assignments. However, steps to correct the situation were not taken everywhere.

This fully applies to the entire set of measures to implement the resolutions of the 16th Central Committee Plenum. We must always remember that practical organizational work for the implementation of decisions and strict supervision of execution are the most important prerequisites for the implementation of assignments and an efficient means of cadre upbringing and strengthening party discipline. We must particularly emphasize that control of execution must not be sporadic but systematic and exercised not only by the apparat personnel but directly by the leaders as well. Our affairs will be in order only when party stipulations and decisions are immediately translated into practical steps, concretized along the entire chain of execution and individual responsibility and work publicity ensured.

Nevertheless, the Central Committee departments and, above all, the Department of Organizational-Party Work, and the party obkoms, gorkoms and raykoms still do not always hold cadres properly accountable for the implementation of collective resolutions. Strict party order must be applied in such matters and the inviolable bolshevik rule must always be followed: people must be judged by their actions rather than their words; the work must be judged on the basis of results rather than "measures taken."

Comrades! The task of perfecting cadre work under developed socialist conditions calls for increased exigency in assessing the political qualities of the personnel promoted to leading positions. Therefore, further



improvements in the system for upgrading the skills of managing cadres, their ideological tempering and Marxist-Leninist training are an inseparable part of the activities of the republic party organization. In the past 10 years the CPSU Central Committee Academy of Social Sciences and the Tashkent Higher Party School have graduated more than 2,000 students; 12,000 managers have been retrained by the CPSU Central Committee Institute of Upgrading Skills and at interrepublic and interoblast courses.

Nevertheless, by no means are the possibilities of party political education fully used in the republic. Major shortcomings occur in the selection of students and assignment of graduates. In a number of cases assigning someone to training is a method for getting rid of weak or unsuitable personnel.

The training process at the Tashkent Higher Party School suffers from many omissions in the organization of the training process. The school's management, party committee and faculty have been assigned high responsibility for promoting the political and practical qualities of the students. Today's stereotyped and pretentious lectures and seminars become tomorrow's adverse influences on the style of the party committees or soviet and economic bodies where the future graduates will be at work.

We must comprehensively enhance the prestige of party political training. Furthermore, we must bear in mind that it is an efficient means of developing a cadre reserve, something of particular importance today.

Practical experience proves that cadre problems can be successfully resolved only where work with the cadre reserve has been properly organized, where the people are nurtured with concern and systematically guided in their progress from simple to more complex tasks. The republic has many party committees which have developed an effective cadre reserve and are engaged in purposeful training of promising personnel. In the majority of cases, however, reserves exist on paper only and whenever the question of filling a specific position arises applicants are sought elsewhere. This makes excessively high the coopting percentage in Samarkand, Fergana and Andizhan oblasts.

The problem of work with women cadres remains grave. We cannot be satisfied with the few positive changes which have taken place in this area of late. Many party committees, ministries and departments continue to display an extremely unwilling and, sometimes, obviously prejudiced attitude toward the promotion of female cadres.

There are few women first and second secretaries of party gorkoms and raykoms, department heads, party committee instructors, or chairmen of executive committees of city and rayon soviets. Women head fewer than 50 of the 1,500 industrial enterprises in the republic. For example, no single woman is sovkhos director or enterprise manager in Syr-Darya Oblast.

The steady reinforcement of leading cadres and their reserve with the best members of the working class, kolkhoz peasantry and intelligentsia is a major cadre policy trend. Currently, 30 percent of party obkom, gorkom and raykom secretaries, chairmen of executive committees of soviets of people's deputies



and heads of ministries and departments are people who began their careers as workers or kolkhoz members.

We must continue boldly to promote cadres from among workers and nurture talented organizers. Possibilities to this effect are truly limitless and must be utilized fully.

Comrades! The struggle for improving the situation in the republic and strengthening the discipline is a struggle for the minds of the people. Its front--no other word applies here--crosses all lines. Every party member working in the sphere of ideology must display a sharper feeling of responsibility for the effectiveness of educational work. Success in this case depends on proper cadre selection.

We must admit that in this most important sphere of social life many unsuitable people may be found alongside the true party fighters who enjoy deserved prestige among the working people. Talks with ideological workers, which were recently held by the Central Committee and party obkoms, indicated that many of them lack the necessary training.

Cases in which people who must set the example of loyalty to party ideals by virtue of their position discredit party policy in the field of education and trigger a just feeling of indignation. K. Usupov, former secretary of the Kara-Kalpak party obkom, in charge of ideological work, allowed gross violations of moral and ethical norms precisely in this area of work, and abused his official position. Within a single year costly repairs were made of his apartment on three occasions, paid for by state. Meanwhile, he failed to note that the neighboring kindergarten was in a state of disrepair. He used even the publication of books not for the sake of extensively describing the achievements of the working people in the autonomous republic but to publicize a narrow circle of managers, including compromised individuals and himself. The bureau of the Kara-Kalpak party obkom, which relieved this vain and politically indifferent person from his position, acted properly.

Tireless attention must be paid to cadres employed in the mass information and propaganda media, cultural and educational institutions, creative associations, the Znaniye Society and other mass organizations.

Particular mention should be made of the atheistic upbringing of the population. Until recently, no proper attention was paid to such problems. Excessive religious tolerance, nonresistance and, occasionally, even flirting with religion were accepted. Matters went so far that in some cities and rayons self-appointed clergymen were left virtually uncontrolled and grossly interfered with the lives of the people.

The party committees are displaying spinelessness. Essentially they assume a conciliatory position toward party members who participate in ceremonies of an obviously religious nature.

We must struggle against attempts to create the appearance of well-being and underestimating of the political gravity of such problems. As to party members, not to mention leading personnel, the observance of the statutory

requirement of "waging a decisive struggle against religious prejudices and other vestiges of the past" must be the law for each one of them.

This equally applies to other norms of behavior alien to our way of life. We must not confuse traditional hospitality, courtesy and respect for elders with subservience and excesses in welcoming guests. We must realize that setting a sumptuous table and eulogies have nothing in common with our morality and lead to arrogance, bragging and lordly mannerisms. Efforts to present all such unnecessary encrustations as folk traditions should be firmly rebuffed.

We can only be concerned by the fact that some books, journal publications, theatrical performances and television and radio programs suffer from petty topics, national exclusivity and manifestations of patriarchal and petty bourgeois motifs and efforts to idealize the past. Some people tend to interpret this merely as lack of creative polishing by the authors or even simply as technical blunders. Yet such works cause great harm to the public consciousness for they violate party-mindedness, which is a basic Leninist principle. Furthermore, they distort Soviet reality and actually counteract work done in the republic.

In this connection, the question of the positions taken by the leaderships of our creative associations, editorial boards and publishing houses legitimately arises. Many of them, the mass information media above all, are still standing aside from the struggle which has been launched for operating negative phenomena and speak out against shortcomings extremely timidly and reluctantly.

The press, television and radio are the mirrors of our life, work, successes and shortcomings. They are an effective weapon against conservatism and indifference. The mass information media must increase their contribution to improving the situation in the republic. The Central Committee propaganda and agitation and culture departments must coordinate such work on a more principled and initiative-minded basis.

Comrades! The 16th Plenum gave the people the hope and confidence that we shall bring order in all areas of production and social life. This triggered the increased activeness of the working people and a considerable flow of letters to the party bodies.

Last year the Central Committee received 20,000 letters, or 25 percent more than in 1983. More than 5,000 visitors were received. The situation with the other party committees was similar. Today there is no more important task for us than the profound and thorough consideration of each letter and the taking of firm steps based on substantiated reports by the people. Work with letters and petitions has become more orderly and control over this has become most strict of late. Based on reports of the working people a number of managers were relieved of their positions and punished severely. Nevertheless, many party, soviet and state bodies remain indecisive. Hundreds of letters were received by the republic bodies on violations of the procedures for housing allocations in Tashkent. Last year, the party gorkom took up this matter twice. However, it persistently refused to see dangerous phenomena behind

individual cases and did not display the necessary principle-mindedness in assessing established facts.

The Tashkent party obkom had to intervene to put an end to scandals in housing allocations in the city. V. A. Kazimov was issued a strict reprimand, which was entered in his record, and, as you know, was relieved of his position as chairman of the city executive committee for not providing leadership and control over the activities of city and rayon executive committees and connivance in satisfying the excessive demands of individual leading workers who demanded exceptional housing conditions for themselves.

In their letters, the people raise the question of the need to wage a decisive struggle against violations of the principles of social justice, bribery in medical establishments, fraud in trade, figure padding in consumer services and idleness in the communal economy.

Shortcomings in population services are being eliminated sluggishly. Last year, account padding totaling almost 25 million rubles was exposed within the system of the Ministry of Consumer Services (Comrade V. P. Kuksenko). To this day, people unrelated to this area continued to operate in trade and consumer services. Twenty percent of oblast managers and one out of three managers on the rayon level are not specialists in their jobs. Nor has the hiring of dishonest people with records been prevented. For example, last year 12 of the 22 indicted workers in the Gulistan City Trade System had police records.

The Ministry of Trade (Comrade M. Kh. Khasanov) and the Board of Uzbekbriyash (Comrade Z. Sh. Siradzhev) are observing the requirements of the 16th Central Committee Plenum on intensifying the struggle against the concealment of goods in greater demand and various types of extortions, cheating, false measurements and swindling customers and clients extremely shyly.

The party organs and local soviets must make a thorough study of all such problems. The Central Committee Trade and Consumer Services Department itself must take more energetic and principle-minded steps to bring order in the consumer service area.

Major shortcomings exist in the republic's VUZs. Cases of bribery occurred in Samarkand University and the Tashkent Polytechnical, Textile and Medical and Bukhara Technological Institutes. Scandalous cases of extortions were recently exposed at the Tashkent Automotive Highways Institute.

The leadership of the Ministry of Higher and Secondary Specialized Education and, personally, Comrade S. P. Pulatov, the minister, are either blind to all of this or are unwilling to see it.

The Central Committee Secretariat and the party obkoms, gorkoms and raykoms and ministries and departments must consider promptly and principle-mindedly reports received from the working people. Letters must be treated as one of the important sources of information on the local moral and psychological situation. However, we must also take into consideration that party, soviet and state bodies are still receiving many anonymous and clearly slanderous



letters. Efforts to defame honest and exigent managers and to promote mistrust in cadres must be firmly rebuffed.

Efficient efforts to strengthen discipline and enhance cadre responsibility greatly depend on publicity. Of late the republic press has published a number of pointed articles openly discussing progressive experience and shortcomings in the work of some managers. The Soviet people have the right to know everything pertaining to the activities of officials entrusted with leading positions by the party and people.

This requires the energetic use of mass information media, labor collective meetings and oral propaganda and agitation.

Set policy days are one of the means of resolving this problem. They have become an efficient means of strengthening ties with the masses and intensifying the process of improving the atmosphere in the republic. Thousands of leading officials address labor collectives.

This practice must be perfected further. The entire leading aktiv must become involved in educational work. We must see to it that the people are given answers to all problems affecting them and for specific steps to be taken based on expressed suggestions and legitimate requests.

Comrades! The March CPSU Central Committee Plenum called for the further strengthening of socialist legality. The CP of Uzbekistan Central Committee is making great efforts to strengthen the law enforcement organs loyal to the party cause with daring, principle-minded and highly skilled personnel. The leadership of the prosecutor's office, and the Uzbek SSR MVD has been renewed almost entirely. Similar work was done at the Ministry of Justice and the republic's Supreme Court and their local subdivisions.

Over the past 2 years, 9,000 members of labor collectives, including 1,800 party members and 5,500 Komsomol members have been assigned jobs in internal affairs bodies. The work done in this area is yielding tangible results. The struggle waged by the administrative bodies against crime has been energized; the roots of crime are being exposed more profoundly and the channels for thefts of socialist property and other antisocial manifestations are being blocked.

However, such accomplishments are still quite unsatisfactory. The number of delinquencies and violations of the law is being reduced too slowly.

A particular intolerant struggle must be waged against a shameful phenomenon such as black marketeering. Of late, more than 3,000 cases of private enterprises activities have been exposed. Individuals, who had illegally exported farm produce from the republic and were selling it at black market prices were detained in a variety of cities throughout the country. Each such case must be thoroughly investigated and principle-mindedly assessed by party committees and local soviets. We must prosecute not only those who take the path of earning without doing any work but also the officials who assist them in this by leasing land, issuing fictitious references, allocating vehicles against payment and so on.



The republic is taking steep measures to prevent crime by officials. Such work must be pursued most persistently and principle-mindedly.

We must continue to strengthen the militia, courts, prosecutor's offices and justice bodies with tried cadres. We must also strengthen the discipline among law enforcement personnel, enhance their professional competence and intensify educational work among militia personnel.

Here again the newly created political bodies of the Ministry of Internal Affairs play an important role. It is precisely they who must promote party policy in strengthening law and order and raising the cadres in the spirit of the great Chekist traditions and high responsibility for preserving public order.

However, the political bodies have still not raised their activities to their full potential in all areas. This is manifested in the neglect shown by some militia personnel of their official duties and inadmissible cases in which some of them break the law themselves.

The party committees must continue persistently to enhance the responsibility of militia, prosecutor's office and court cadres without allowing any petty supervision or interference in their current work. The efforts of law enforcement services, people's control bodies and public organizations must be coordinated more efficiently in the struggle against delinquencies.

Another major problem to which no proper attention has been paid so far is that of the cadres of control-auditing services of ministries and departments. The 16th Plenum called for a thorough study of who works in this exceptionally important sector in the struggle for strict state order and how. However, not all heads of sectors and the party organizations of ministries and departments have drawn proper conclusions from this. To this day, we find in a number of areas incompetent and, sometimes, even shady people working in such responsible sectors.

Departmental control is the prime and very important lever in exposing and preventing theft of socialist property, figure padding and violations of procedures and rules governing the activities of enterprises, organizations and farms. This is a large system employing about 2,500 people. All the necessary steps must be taken to ensure its efficient and effective work.

All channels through which the people's property falls into the hands of thieves must be blocked in economic and legal practices.

We must organize a united front of struggle against negative phenomena and ensure the close interaction among law enforcement and control bodies and people's and worker control. Not even the slightest loophole must be left for those who are trying to encroach on public property and profit at the expense of society.

Life teaches us that deviation from socialist principles of distribution and economic management may and indeed do trigger major negative phenomena such as

labor and social passiveness, parasitism and covert methods of redistribution of income and benefits. Unearned income and the possibility, although temporary, enjoyed by some individuals to subsist on funds of doubtful or illegal origin are related precisely to such deviations from the norms of socialist community life. With their behavior and way of life such individuals are challenging the honest working people and violating our moral values. Here as well, the unavoidable power of the law must stand in the way of those who do not respond to persuasion, the voice of their conscience and the feeling of civic duty.

Those tempted by socialist property, the bribe takers and embezzlers of public funds must always be reminded of Lenin's warning: "Any weakness, any hesitation and any sentimentalism in this respect would be the greatest crime committed against socialism." Such weaknesses and hesitations against which Lenin cautioned must not be allowed.

The stipulations contained in Comrade M. S. Gorbachev's report at last December's practical science conference on ideological work should always remain in the center of attention of party, soviet and economic bodies in the republic.

Comrades! The main target and end results of all work in cadre selection, placement and upbringing is the successful implementation of the party's socioeconomic plans. Politics, as V. I. Lenin pointed out, is the concentrated expression of economics. It is precisely the indicators of the efficiency of economic and cultural construction that provide an assessment of the entire organizational and political work of party, soviet and economic organs in the republic and party leadership standards.

In the past neglect and, sometimes, even gross underestimating of such most important requirements and gross errors in work with cadres resulted in major errors in economic management. Many managers focused their attention essentially on extensive growth factors. Having received huge capital investments, they were concerned essentially with new construction and expansions of production facilities, aware of the fact that this was easier than increasing output through intensive factors, i.e., by increasing equipment loads and equipment renovation, better organization of production and labor and economy everywhere. It was considered almost valorous to obtain as much money and resources as possible while, at the same time, be issued minimal assignments for output and the growth of labor productivity. As a result, a major socioeconomic disproportion developed in the republic. On the one hand, a high percentage of the adult active population was engaged in cultivating their private auxiliary and household farms. On the other, existing capacities were not being used fully because of manpower shortages.

Of late, the Central Committee and the republic's government took a number of important steps to correct the situation. The Central Committee Bureau discussed and approved the Basic Directions in the Economic and Social Development of the Uzbek SSR for 1986-1990 and the Period Through the Year 2000. Steps were approved aimed at the efficient utilization of the production and scientific and technical potential created in the republic and for increasing the employment of the active population in economic sectors and

resettling surplus manpower to areas where new land was being developed. In recent times 1,250 families have been resettled in virgin land areas. Such work is continuing.

Particular attention is being paid to upgrading the responsibility of leading economic cadres. Recently reports were submitted by managers and party committee secretaries of the ministries of construction materials industry, finance, motor transport, communications, trade and construction, the State Committee for Water Resources Construction and others. The very nature of such discussions has become more exigent and strict.

This has enabled us to achieve some positive changes in a number of economic sectors. Industry fulfilled its annual plan for the production and marketing of most important commodities. The quality of capital construction improved and the building of unplanned projects has come to a virtual stop. The assignments for the first 4 years of the five-year plan for procurements of fine-staple cotton, grain, vegetables, grapes, melon crops, potatoes, wool and hemp were fulfilled. The new cotton procurement system helped to increase the production of staple, as a result of which the cotton output will outstrip production in previous years.

However, no radical change has taken place as yet in upgrading production efficiency and work quality, economic intensification, acceleration of scientific and technical progress and better utilization of available potential.

Capital returns and labor productivity continue to decline in industry. Production capacities are still being poorly used.

Here are several examples. Capacities for the production of ammonia were installed at the Chirchik Elektrokhimprom Production Association and for chemical staples at the Navoiyazot Production Association were commissioned as early as December 1983. Last year such facilities were used at 45 percent of capacity in Chirchik and 27 percent in Navoi. The situation today is no better.

Even in enterprise branches built essentially in rural areas, where the surplus of able-bodied population is the highest, it takes a long time before stable workers collectives can be put together. No more than 3 percent of the capacities for the production of rough cotton fabrics installed last December at the branch of the Bukhara Textile Combine in Yakkabag are being used.

Yet in their efforts to have enterprises and branches built, the heads of party, soviet and economic bodies are trying to prove by means fair and foul the need for such enterprises and are guaranteeing their efficient utilization. These are indications of obvious irresponsibility and parochialism.

Problems of involving available manpower in public production and, above all, training an industrial working class among the native population are assuming an increasingly grave nature. The shortage of skilled individuals is felt



particularly sharply in sectors which determine scientific and technical progress, such as metallurgy, machine building, chemistry and others.

Nevertheless, until recently no proper attention was still being paid to the construction of vocational and technical schools, and plans for their completion remained unfulfilled. More than 37 million rubles allocated for the construction of such projects have remained unused since the start of the five-year plan. Facilities for the training of about 3,000 students have not been completed. Such work is particularly unsatisfactory in Bukhara, Kashkardarya, Samarkand and Tashkent oblasts and Tashkent city.

This situation cannot be tolerated. Both the construction workers and customer ministries are responsible for the failure of plans to complete projects for vocational-technical training. Naturally, the party and soviet bodies are equally responsible.

Converting the economy to the track of intensification is inconceivable without the acceleration of scientific and technical progress and the extensive industrial utilization of the latest achievements of science and technology. However, many managers are obviously underestimating the importance of such problems. Last year, 39 of 74 ministries and departments did not implement assignments on the development of science and technology. Enterprises of the ministries of construction materials and land reclamation and water resources, the Main Uzbek Timber Industry Administration, Main Uzbek Cotton Industry Administration and others have fallen seriously behind.

A close study must be made of the manner in which ministries and departments have selected their cadres for production and technical management and other departments and services in charge of resolving problems related to scientific and technical progress. Are such people suitably competent and do they like and have a taste for what is new and progressive? A study has indicated that not everything in cadre selection in such important subunits is as it should be. Even the Science and Technology Administration of the republic's Gosplan has personnel uninterested in problems of scientific and technical progress and production.

Scientific recommendations must be relied upon more extensively in matters of accelerating scientific and technical progress and establishing priorities in the development of the individual economic sectors. We have developed a large network of scientific research institutes and establishments.

The Uzbek SSR Academy of Sciences, scientific research institutes and other design and engineering institutions must address themselves to production requirements and increase their contribution to resolving the main socioeconomic problems of the republic's development.

Personnel competence becomes particularly important with the intensification of public production. However, many party committees and soviet and economic organs, ministries and departments do not ascribe proper significance to this problem and promote the comprehensive utilization of specialists and their proper placement. Some 30,000 engineers and technicians work in industry as ordinary workers; 4,000 people with specialized training in agriculture are



employed in positions requiring no specialized knowledge. Meanwhile, more than 20,000 practical workers are holding managerial and engineering positions.

Today, when priority is given to economic factors in managerial activities, staffing the proper services with suitably trained specialists is of great importance. In many ministries almost one-half of all economist positions remain vacant. Meanwhile, some 12,000 economists are not employed in their field.

It would be difficult to hope for any success in industrial and economic work today without extensive economic knowledge and without understanding the nature of socialist economic laws.

Of late, greater attention has begun to be paid to the financial condition of enterprises and economic sectors and to problems of the quality of economic work as a whole. Nevertheless, the level of financial discipline in the republic's economy is a matter of serious concern. In the past 4 years, more than 1 billion rubles' worth of planned profits were not generated in the national economy.

A difficult financial situation has developed in the ministries of agriculture and the fruit and vegetable industry, food industry, furniture industry, consumer services and construction and the State Committee for Water Resources Construction. Particularly poor work was done by the Kashka-Darya cotton procurement industry, which lost 76 million rubles; 61 million rubles were lost by the cotton procurement industry in Surkhan-Darya, 28 million by the Dzhizakstroy Trust, almost 3 million by the Tashkent Industrial Construction Administration and 4 million by the Kagan Oil Extraction Plant.

This type of economic management can no longer be tolerated. The party, soviet and economic bodies must keep financial problems in the center of their attention and resolve them on a daily and, above all, competent basis.

Shortcomings in economic and cadre policy are manifested particularly clearly in agriculture. The need to accelerate the conversion of the agrarian sector to intensive development requires new approaches and decisive improvements in the work of the sector's management. The leadership of the ministries of agriculture and the fruit and vegetable industry was recently replaced. Comrades A. I. Ikramov and R. A. Abdullayev, the respective new ministers, must do a great deal of work to strengthen the agroindustrial complex with skilled cadres.

Even within the system of the Ministry of Agriculture, only 70 percent of the 466 nomenclature positions for specialists with higher training have been filled; about 20 leading specialists have no more than general secondary training. Only one out of three managers and specialists within the system of the Ministry of the Fruit and Vegetable Industry have higher training and only 50 percent have secondary specialized training.

As in the past, the countryside remains very short of zootechnicians, veterinarians and economists. More than 200 sovkhos and kolkhos managers are not agricultural specialists. Twenty percent of kolkhos chairmen and 40 percent of sovkhos directors of the Ministry of Fruit and Vegetable Industry in Bukhara Oblast have no training in agriculture. The number of practical workers holding leading positions in the sector has not diminished in the past 4 years.

Let us also point out that the majority of managers of the agroindustrial complex, kolkhozes and sovkhoses continue to display parasitical moods, calling for the aid of urban residents and university and secondary school students in working the fields and, particularly, at harvest time.

An end must be put to recruiting students for agricultural work unrelated to their production training or labor upbringing. Oblast, rayon and farm managers and Ministry of Agriculture personnel bear the main responsibility for the efficient utilization of the equipment and harnessing available manpower. Such problems must be resolved immediately.

The increased economic and social problems of production intensification and strengthening labor discipline cannot be resolved without the energetic, interested and effective participation of the working people in this work and their involvement in daily discussion and resolution of a broad range of problems related to the activities of each enterprise, construction project, farm or establishment.

The Law on Labor Collectives offers great opportunities to this effect. Wherever the working people initiate a struggle for discipline and order no violations, absenteeism, rushing or failure of planned assignments, defective work or account padding occur. Conversely, wherever administrations and party and trade union organizations ignore the opinion of the workers, wherever the brigade contracting system and other progressive forms of labor organization and collective responsibility for results are not applied, working time losses remain high, cadre turnover increases and plans and obligations are not fulfilled.

The deep meaning of Lenin's stipulation that the trade unions are a school of administration and economic management and a school for communism for millions of working people is becoming exhaustively clear and significant today. The Uzbek Council of Trade Unions and the trade union councils and committees are called upon to direct the efforts of all working people on strengthening discipline and order at each work place, adopt a thrifty attitude toward the people's property, direct the creative force of the socialist competition toward the solution of crucial problems of upgrading production efficiency and work quality and develop in every working person a feeling of personal responsibility for the state of affairs at his enterprise, organization or establishment. Naturally, the trade unions must also strictly safeguard the interests of the working people and ensure the observance of the principles of social justice in wages and the allocation of housing, travel vouchers and public consumption funds.

The republic's Komsomol Central Committee and all Komsomol committees and organizations must make a greater contribution to the upbringing of young people. The familiar CPSU Central Committee decree makes it incumbent upon the republic's Komsomol to ensure the better training of boys and girls for labor and defense of the homeland, to attract more extensively the growing generation into the ranks of the working class and kolkhoz peasantry and comprehensively to assist in the implementation of the reform of general education and vocational schools.

Guided by the resolutions of the March CPSU Central Committee Plenum, the party organizations and soviet and state bodies must subordinate all links of the national economic mechanism to the objective of making a decisive turn in economic intensification.

The republic's council of ministers and Gosplan must clearly define ways for the efficient utilization of the production potential and labor resources. The responsibility of ministries and departments in resolving crucial economic problems, intensive national economic management, ensuring a qualitatively new level of management and strict accountability and control, which would exclude violations of planning and state discipline, theft, account padding and whitewashing, must be increased.

The recent elections for supreme soviets of union and autonomous republics and local soviets of people's deputies were an event of major mobilizing significance. Thousands of the best representatives of the working class, kolkhoz peasantry and intelligentsia have now undertaken to administer governmental and social affairs.

The Uzbek SSR Supreme Soviet Presidium must take all the necessary measures so that from the very beginning the activities of the new convocation soviets involve a fuller use of the great rights and powers of those elected by the people, in their struggle for the strict and comprehensive observance of our laws and state interests, and for all officials to be strictly responsible for the better satisfaction of the needs and requirements of the working people. The activities of deputies must be controlled and managers of all ranks must be held personally responsible for obeying the instructions of the voters and the suggestions and remarks of the working people. A great deal of unfinished work and shortcomings remain in this area. The soviets must work hard to eliminate them.

The CP of Uzbekistan Central Committee Bureau and Secretariat must organize their work more intensively. They must promote even more persistently the strengthening of discipline and upgrading the responsibility of cadres for the state of affairs in production and social life and the accurate resolution of the main, the crucial problems of the republic's socioeconomic development.

The Central Committee departments and party committees must show greater initiative and persistence in pursuing the formulated course and impose stricter control over the implementation of resolutions.

Comrades! In analyzing the work of the republic party organization in cadre selection, placement and upbringing and strengthening discipline and upgrading

responsibility, the Central Committee Bureau drew the attention of the participants in this plenum to still existing shortcomings and unresolved problems and ways to correct the situation.

It has become a good tradition for the republic party organization to seek the advice of the elected aktiv on major and basic problems. On the eve of this plenum, a talk was held between Central Committee secretaries and members of the CP of Uzbekistan Central Committee. The comrades studied the report and expressed a number of valuable suggestions and remarks.

The following unanimous opinion was voiced in the course of the talk: work on strengthening the discipline and upgrading cadre responsibility and discussing with the party members and all working people promptly and frankly both accomplishments and existing difficulties and shortcomings should not be weakened in any way. Practical experience proves that the open and honest party word, directed to the Soviet people, will always be properly understood and supported with dedicated work, social activeness and high conscientiousness and organization.

The Central Committee is firmly convinced that the present open and principle-minded discussion, which extends and develops the line of the 16th Plenum, will be properly understood by the party members and will serve further improvements in the activities of party organizations. The present plenum must become a new stage in this work.

The line of comprehensive strengthening of discipline remains unchanged. Such is the principle-minded policy of our party, which has entered the period of immediate preparations for its 27th Congress. What greatly increases the importance of the forthcoming party congress is the fact that it will adopt a new edition of the CPSU program and bylaws. This makes it important comprehensively to review the past and to provide an accurate scientific assessment of the current state of affairs and make every party member and working person aware of the entire novelty and difficulty of the tasks facing us and awaken the need for their creative implementation.

The forthcoming accountability and election campaign in party groups and shop and primary, rayon, city and oblast party organizations must develop into an important stage in perfecting work with cadres and enhancing the level of activities of party committees and organizations. Reports and elections must take place in an atmosphere of reciprocal party member exigency and perfected organizational and political work of party committees and organizations.

Particularly favorable opportunities have developed today in the republic for the solution of cadre problems. The CPSU Central Committee pays great attention to and helps in strengthening the decisive sectors of party, soviet and state construction in the republic with skilled cadres. A number of party workers from the Central Committee apparatus, graduates of the Academy of Social Sciences and the higher party schools and party organizations from various parts of the country have been assigned to Uzbekistan. These are mature party and soviet workers who will help us acquire the best experience of the large party organizations in the country.



The republic will continue to receive such help in the future as well. This is another convincing manifestation of the truly international nature of our party and its cadre policy.

The enhanced level of party leadership of all areas of social life and radical improvements in the work style in the spirit of the requirements of the March CPSU Central Committee Plenum are one of the most vital tasks today. The party has charted a course toward perfecting party activities from top to bottom, a course which it will steadfastly continue to pursue.

Comrades! All the work taking place in the republic to strengthen discipline and order and enhance cadre responsibility must be embodied in specific practical affairs. Our party has always been strong with the unity of words and deeds, and thoughts and actions. Under contemporary conditions, requirements of practicality and efficiency in our entire organizational and political work increase immeasurably. It is necessary, above all, to inform every party committee, party organization and individual party member of the stipulations of the party and its March 1985 CPSU Central Committee Plenum and its resolutions, and to convert them into live practical accomplishments.

Today all party, soviet and economic workers and all cadres and managers must collect themselves and display maximal responsibility in order to ensure success in their sectors and in resolving the existing problems. Maximally intensive work must be done in order to implement everything planned and to increase the contribution made by Soviet Uzbekistan to strengthening the economic and defense power of the homeland.

Allow me to express the firm confidence that the party members and all working people of Uzbekistan, closely rallied around the Leninist CPSU Central Committee and its Politburo, will be on the level of contemporary requirements always and in everything and will make their worthy contribution to the strict implementation of the plans and obligations for 1985 and the five-year plan as a whole and welcome with new accomplishments the 40th anniversary of the Great Victory and the 27th CPSU Congress (the report was heard with great attention and was repeatedly interrupted with applause).

#### Debates on Usmankhodzhayev Speech

Tashkent PRAVDA VOSTOKA in Russian 30 Mar 85 p 4

[Text] Debates followed Comrade I. B. Usmankhodzhayev's speech. The speakers, who expressed their full approval of the direction charted by the CP of Uzbekistan Central Committee of comprehensively upgrading the militancy of party organizations, perfecting all work related to cadre selection and placement and raising them in the spirit of strict observance of the Leninist norms of party life and high understanding of personal responsibility for assignments, emphasized that the most important task now is to ensure the fuller practical implementation of the stipulations of the March 1985 CPSU Central Committee Plenum and the resolutions of the 16th CP of Uzbekistan Central Committee Plenum. The prime duty of the party members is to strengthen party and state discipline on a daily basis and to do everything necessary to ensure the plans and socialist obligations in all sectors and by

each labor collective. Problems related to the fastest possible elimination of exposed shortcomings and establishing proper order in each national economic sector were raised with particular urgency and principle-mindedness.

In his analysis of the work, K. S. Salykov, first secretary of the Kara-Kalpak Party Obkom, noted that the political and practical qualities of cadres began to be studied more profoundly after the 16th CP of Uzbekistan Central Committee Plenum. The misdemeanors of party members are discussed first of all by the primary party organizations. The responsibility of party, soviet, trade union and Komsomol bodies for the state of affairs has been enhanced. The best possible means and methods for strengthening the party's influence on economic development are being sought. The structure of leading cadres has been significantly reinforced with new and fresh forces. Young and promising workers have joined tried cadres in managing the most important sectors.

With the help of numerous examples, the speaker indicated that major blunders in work with cadres had taken place in Kara-Kalpak Oblast. Cadres have been selected on the basis of personal loyalty, shared origin and family relations. Many leading workers have not simply fallen behind practical requirements but taken the path of swindling the state, abuse and gross violations of CPSU bylaws. All of this led to major shortcomings in resolving national economic and social problems. In particular, open figure padding and swindling of the state had sunk roots in agriculture; animal husbandry was neglected. The party organization of the autonomous republic is now directing the efforts of cadres to the elimination of these and other errors.

In his discussion of problems of perfecting the work style of party organs, the speaker drew the attention of the plenum participants to the unnecessary practice of assigning representatives. As permanent representatives in the various rayons, some leading officials have considered this to be their only purpose and have neglected work in their assigned sectors. As a result, an atmosphere of irresponsibility developed in some areas and the initiative of local managers became paralyzed. The party organization is currently strengthening faith in the strength of the local bodies and the prestige of farm managers and specialists. This confidence must be comprehensively enhanced and high returns must be achieved by displaying exigency toward cadres and giving them practical aid, while the institution of representatives should be abandoned.

T. A. Gavrilova, crane operator at the Tashkent Excavator Plant, emphasized that no further success is possible without purging our life of negative phenomena and eliminating all possible encroachments on the interests of society. This assigns tremendous responsibility to the party members. It is precisely they who must set the example of implementing civic duty, working conscientiously and adopting an active life stance.

Last year the excavator plant operated poorly. The breakdowns in the implementation of the production program were directly related to serious omissions in cadre selection, placement and upbringing. The enterprise's party committee, which failed to draw proper conclusions from the resolutions of the 16th CP of Uzbekistan Central Committee Plenum, did not maintain the necessary level: as in the past, the nonimplementation of plans was concealed

with whitewashing and accountability misrepresentations. In this connection, the speaker asked the following: is it proper for a normally functioning economic mechanism to be made essentially dependent on the honesty of the enterprise's management? Why is it that the Ministry of Highway Construction and Maintenance, which is in charge of this plant, does not provide effective control not only over proper accountability but, as a whole, the ability of the management to manage properly? Shortcomings should be pointed out promptly and help should be provided if necessary. Finally, why is the very possibility of failure allowed to occur, and only then, after dismissing the director, does it become necessary for the collective to surmount difficulties through various sacrifices, for the sake of restoring the normal rhythm of the enterprise? Ministries and planning bodies must plug as rapidly as possible all loopholes allowing abuse and slovenliness. Practical work for implementing the stipulations of the 16th CP of Uzbekistan Central Committee Plenum makes it necessary to consider something else as well. The contribution of the worker to the implementation of specific plans is determined on the basis of the labor participation coefficient, which also determines wages. But then, how is today assessed the contribution of comrades in sectorial ministries, planning bodies and other organizations, whose work errors seriously affect enterprise activities?

As in the past, the people's dissatisfaction with working and living conditions remains one of the main reasons for the lack of stability in the collective and cadre turnover.

It is as though no attention is being paid to such problems. At least 20 decisions were made regarding the technical retooling of the steel-smelting production facility alone, on all levels. K. P. Dudin, Tashkent Party Gorkom second secretary, personally held a number of planning and other meetings to deal with the reconstruction. Several thick walls could probably built with the documents drafted on the subject of building a residential settlement for the workers of the excavator plant. However, no changes whatsoever have been made. Trust No 4 of the Main Tashkent Construction Administration, in charge of building this settlement, worked and continues to work poorly.

The plant is still being allocated very few apartments for the workers. This fact became even more outrageous after it became known that extremely gross violations were allowed to occur in the registration and allocation of housing. I consider accurate the basic evaluation recently made of the work of a number of managers of the Tashkent City Executive Committee.

Obviously, publicity must be intensified and truly people's and worker control must be increased in all matters affecting the satisfaction of the daily needs of the working people, particularly with public consumption funds.

Another problem which also pertains to cadre responsibility is that of the struggle against drunkenness. This problem has been discussed for quite some time, but what has changed in Tashkent in trade with alcoholic beverages? As in the past, in violation of basic requirements, vodka is being sold at hawkers' stands, on the street, from morning until late at night. Meanwhile, fruit juices, marmalades and jams or anything else which could be obtained by



releasing raw materials and capacities used in the production of alcoholic beverages are not be found in the stores or, if available, are of low quality.

E. A. Rakhmanov, Urgench City Party Committee first secretary, said that in implementing the resolutions of the 16th CP of Uzbekistan Central Committee Plenum, we made a thorough study of the workstyle and methods of the gorkom bureau and apparat. A serious and frank discussion was held on shortcomings in the activities of secretaries and departments, and steps were taken to reorganize our entire work. Greater attention is being paid to training a promotion reserve and steps are being taken to enhance the role of the primary party organizations. Today they are controlling the activities of administrations on a more principle-minded basis and are assessing more boldly managerial activities. Reports are being submitted by party member-managers at gorkom plenums and bureau meetings and meetings of primary party organizations. Objective party character references are considered at meetings.

We are closely studying the activities of leading workers and have carried out their certification. The commissions have included gorkom secretaries and bureau members, apparat workers, party veterans and production frontrankers. Particular attention is being paid to the results of economic activities, the participation of managers in educational work and the creation of a normal microclimate in the collective. The commission's conclusions are drawn up mandatorily with the participation of public opinion. It is noteworthy that the work of most managers has been rated positively. Nevertheless, 30 people have been seriously criticized and warned of the need to reorganize the form and methods of their work and relations with subordinates. Negative character references were issued to 11 people. Investigation indicated that they were abusing their official position and were guilty of arrogance and rudeness and had ignored the views of party and public organizations. The results of the study were discussed by the gorkom bureau and 10 officials were relieved of their positions, in support of the opinion of labor collectives.

Such work method has been welcomed in the local areas. It gives the people confidence in the struggle against negative phenomena and encourages them to expose shortcomings more boldly and guarantees their nonrecurrence in the future.

We are also aware of the shortcomings in our work. Today the ways to eliminate them by upgrading the role of the primary party organizations, which are our main support in the implementation of party decisions, are more clearly outlined. To this effect, following the example of the party organization at the Mikond Plant in Tashkent, we are making a review of the militance of the party organizations, the purpose of which is to enhance the efficiency of the entire city party organization.

A. Kh. Khamidov, Uzbek SSR minister of power and electrification, said that currently virtually all power workers, regardless of longevity and practical experience, educational standard and position, had become involved in the comprehensive system of party and economic education and technical training. The participation of enterprise managers and leading ministry officials in such training and mandatory tests and assignments are yielding positive



results. Nevertheless, the ministry realizes that work with cadres requires further improvements.

N. M. Makhmudova, chairman of the Uzbek Trade Unions Council, emphasized that socialist competition should be a subject of special attention. Although of late efforts are being made to enhance its efficiency, formalism in the organization of this important project continues to exist. A great deal of unfinished work is allowed to occur in the adoption of obligations and counterplans.

Quite frequently subunits of Glavtashkentstroy and the republic's Ministry of Construction depreciate the value of this progressive method by the fault of managers of construction projects who are unwilling profoundly to undertake the organization of labor because of the many "hot" projects and transfers of brigade members from one sector to another. This eliminates the interest of the workers in achieving high end results.

Cases of formalism in the efforts to strengthen labor discipline and reduce cadre turnover are encountered. As we know, labor conditions are of major importance in this case. However, at some enterprises in the furniture and light industries and in many other sectors no proper attention is being paid to the implementation of all aspects of the comprehensive five-year plans for improving labor conditions and safety, implementing sanitary measures and fulfilling collective contracts. The trade unions consider as one of their tasks the strict implementation of the Law on Labor Collectives.

The problem of further working class reinforcements, particularly with young people among the native population, is rather topical for the republic. Another alarming fact, the speaker emphasized, is that a significant percentage of boys and girls who graduate from secondary or vocational-technical schools do not work in their field. This is due to the insufficient attention and, occasionally, indifferent attitude of individual economic managers and trade union and Komsomol organizations toward the young working person from his very first steps in the collective and inefficient tutorship.

S. M. Mamarasulov, first secretary of the Andizhan Party Obkom, reported that the party organization of Andizhan Oblast has called to account only officials indicted by law enforcement authorities. Measures are being applied also toward those who obviously live beyond their legal means, violate CPSU bylaws and allow major violations of the norms of communist morality and party ethics, thus causing not only economic but moral harm to society. Such steps are being combined with the extensive use of a variety of means and methods of work with leading cadres. The party organizations try to disseminate the experience and support those who are honestly fulfilling their obligations and setting a good example for others.

T. Dadazhanov, brigade leader at the Sovkhoz imeni Lenin, Dustlikskiy Rayon, raised an important question. The primary obligation of the party organizations is to develop in every working person a feeling of personal involvement with the work and deep interest in achieving good end results. Practical experience indicates that converting the brigades to collective contracting is an efficient means for reaching this target. Nearly half of

all agricultural brigades in Dzhizak Oblast are already applying this progressive labor organization method.

The collective headed by Dadazhanov has nine members. Because of their great interest in achieving good end results, last year they averaged 32.7 quintals of cotton over a 115-hectare area and earned 50,000 rubles. The earnings of the cotton growers, the mechanizers in particular, increased proportionality.

The brigade contracting method develops in the people intolerance of shortcomings, many of which remain. The farmers are concerned by the fact that the land reclamation network of the farms within the Dzhizakstepstroy system is not in order. Silt has accumulated in the collectors and some irrigation systems have long been in need of repair.

The speaker pointed out that the Main Central Asian Sovhoz Irrigation Construction Administration is sluggishly eliminating shortcomings in its work, which have been repeatedly drawn to the attention. Some sovkhoses in Zarbdarskiy Rayon averaged no more than 3-6 quintals of cotton per hectare last year. Some officials have become accustomed to the situation. However, the cotton growers cannot remain indifferent to cases of negligence. The people who are conquering the virgin land would like to be proud of their work. The condition of the land is not a matter of indifference to them. The virgin land workers are also concerned by the lag in consumer construction in the new sovkhoses, which leads to cadre turnover. This has been discussed for quite some time but the situation is being corrected too slowly.

Comrade Dadazhanov supported the conclusion reached at the republic conference of agricultural workers of the need to ensure the better use of manpower and equipment in cotton-growing farms, particularly during harvest time. The cotton growers should not be replaced with urban residents. Let the farmer work in the field, the animal husbandrymen in the farm and higher and secondary students go to school.

A. Paygamov, first secretary of the Uzbekistanskiy Party Raykom, gave a specific example of the importance of enhancing the role of the primary party organizations in strengthening discipline and the struggle against negative manifestations. The raykom bureau discussed twice the question of the behavior of sovkhos director A. Rakhmanov. Every time he was strictly punished, but he went on abusing his official position, engaging in figure padding and misleading one and all. The trouble was that the raykom did not inform the sovkhos party members of this fact. Proper conclusions were drawn from this case. Today no single manager is punished without a discussion of the case by the primary party organization. The views of the party members are taken into consideration in cadre promotion.

Proper attention should be paid to the primary party organizations. Unfortunately, so far the raykom has failed to do so. Here again a number of problems remain. Not all commissions in charge of controlling administrative activities work militantly. Some people's control groups and posts exist on paper only and few assignments are given to party members. Reports submitted by managers are infrequent, although this is one of the important methods for

upgrading their responsibility for the implementation of economic and social development plans.

The question of the personal example of the manager and his accessibility, simplicity and attentiveness is raised quite accurately. We tried to be among collectives more frequently and share joys and difficulties with the people and ask their opinion of our work. We must honestly admit, however, that this is not always the case. We set the task of maximally relieving the apparat personnel of office work and giving them the opportunity regularly to meet with the party members. The raykom instructor must instruct rather than collect data.

I. D. Dzhabbarov, Bukhara Party Obkom first secretary, discussed topical problems of work with cadres. One of them is the slow increase in the number of middle-level specialists in agriculture. Currently, specialists with higher and secondary skills account for 43 percent of kolkhoz and 25 percent of sovkhoz brigade leaders. Almost 25 percent of managers of livestock farms are practical workers. The oblast party organization is taking steps to train skilled middle-level cadres among party members and capable organizers.

The oblast has strengthened with leading workers party, soviet, trade union, Komsomol and economic organizations, the prosecutor's office, the courts and the internal affairs bodies. The cadre reserve is being improved. This year the entire elective aktiv underwent training based on the sectorial principle.

However, a number of managers are still slow in reorganizing the style and method of their activities, displaying unforgiveable inertia in upgrading production efficiency. As a result, some enterprises are not ensuring the implementation of plans for commodity marketing and the volume of output, the production of goods in mass demand and the implementation of procurement contracts. Lagging in capital construction has not been eliminated and not all reserves in agriculture have been utilized.

A major disproportion exists between the development of production forces and staffing them with specialists and skilled worker cadres as a result of omissions on the part of the republic's council of ministers and Gosplan and an improper attitude shown by the managers of many ministries and departments and executive committees of local soviets, pointed out S. U. Sultanov, Uzbek SSR Council of Ministers deputy chairman. The reform of general education and vocational schools brought to light major errors in insuring regular and vocational and technical schools with educators. The reform has been in operation for almost a year. However, the republic's ministries of higher education and education have taken virtually no practical steps to eliminate this gap. Furthermore, one-third of all trained teachers have found employment in trade, administrative bodies and consumer services. Cases of waste, theft and extortion of funds from patients for treatment and concealment of medicines have still not been eliminated in health care establishments and organizations. The question of the struggle against these and other shortcomings and negative phenomena will be reflected in the activities of the Uzbek SSR Council of Ministers.



V. A. Antonov, Syr-Darya Party Obkom first secretary, said that the oblast has begun to pay greater attention to ideological and political education work and has increased its exigency toward cadres for the state of affairs in this most important sector. The qualitative structure of ideological cadres has been improved. The numbers of managers and specialists among propagandists and lecturers has doubled; 95 percent of them have higher training. Single-policy days are closely related to practical affairs.

The oblast and local party committees have still not properly organized their work with the cadre reserve. Little attention is being paid to the training and education of women's cadres. Some economic sectors are short of specialists with higher and secondary specialized training. They are particularly scarce in animal husbandry, construction, and consumer services. A grave shortage of specialist cadres exists in agriculture, culture and consumer services in the virgin land rayons. Greater concern should be shown for the development of a network of secondary rural vocational-technical schools.

R. N. Ivanushkina, seamstress at the Clothing Factory imeni 50-Letiya SSSR Karshi, pointed out that the institution of firm order, strengthening organization and discipline, struggle against black marketeering and other violations of socialist legality are being supported by the population most energetically and yielding positive results. The needs of the people are being met better and complaints regarding housing have declined. Greater order has been introduced in trade. Understandably, this is merely the beginning of an extensive effort to improve the situation in the republic. It must be said frankly that the resolutions of the 16th Central Committee Plenum are being interpreted quite oddly, here and there: some comrades, including workers, believe that negative actions are committed only by managers and that stipulations regarding discipline and order apply to them only. In our factory, the work sometimes develops in such a way that every second becomes precious. Yet, many people still find the time to shop, go to the market or take in a movie during working time! Sometimes this borders on insult: to be short of manpower with so many idlers around us. One wonders about the way some people live: they work nowhere yet enjoy more benefits than the true working people.

Our laws are good and humane. Obviously, however, in the interest of society we should develop an atmosphere in which hack workers, parasites and dodgers should not be on an equal footing with conscientious workers. This applies not only to earnings but to social consumption funds as well. It is hardly a secret that major faults in control over the measure of labor in consumption harm production and upbringing and undermine the people's faith in social justice. We believe that this problem must be seriously studied and that efficient steps should be taken.

Discipline begins with ourselves. Everyone, worker, director or minister, must be held strictly accountable. In our collective, we struggle against absenteeists and take strictly to account those who are late even by 1 to 5 minutes. Meanwhile, last year the factory was closed down for a few days for having produced substandard items. A tremendous amount of idling caused by the lack of spare parts for machines and raw material has become a chronic



disease. Who should bear the responsibility for this? We have not heard the answer of Comrade Kurbanov, the republic's minister of light industry, or other leading personnel. Let them come to us and explain to the workers why people are not only being punished for idling and absenteeism but are even paid their regular wages. For some reason, ministry personnel visiting the factory avoid meetings with the collective. Yet we have many questions to ask. Why is it that for years on end we have been producing the same model blouse? This model went out of fashion long ago and is not in demand. We are told, however, that the ministry can see the situation better.

We are experiencing some difficulties in the organization of the socialist competition. Apparently, it would make sense to abandon some obsolete approaches to the competition and change the orientation essentially to gross and volume indicators. The center of gravity now is shifting to quality, the thrifty utilization of working time and raw materials and the installation of new equipment and use of new technology.

Kh. Mamadzhanov, chairman of the Leningrad Kolkhoz, Namanganskiy Rayon, said that he is concerned with the problem of retaining cadres. Today the young agricultural specialist holding his first job is clearly short of extensive knowledge of production organization and the skill to work with people. Obviously, from the very beginning the institute should make a thorough study of the future specialists and select among the students those who are the most capable. Perhaps they should form special groups of production organizers trained on the basis of amended curriculums.

Life and practical experience indicate that the higher the ideological standards and theoretical training of the leading personnel is the more clearly they can see trends and contradictions in social life and provide skillful management. Ideological training is a source of strength of cadres and their firmness in implementing party policy and defending its interests. This topic was discussed by M. I. Iskanderov, rector of the Tashkent Higher Party School.

The school manager criticized the Tashkent, Kashka-Darya, Samarkand, Bukhara, Dzhizak and Namangan party obkoms for frequently assigning unsuitable personnel who have not proven themselves in practical work.

Major shortcomings remain in the organization of the training and education process and in scientific research. Some seminars, theoretical consultations and practical classes suffer from pretentiousness and are unrelated to the specific problems resolved by party and soviet bodies in their daily activities.

The thought which ran throughout the speeches was that the resolutions of the March CPSU Central Committee Plenum and the speech which Comrade M. S. Gorbachev, CPSU Central Committee general secretary, delivered at the plenum, instilled new strength in the party organizations, the workers, the kolkhoz members and the intelligentsia in the republic and strengthened their resolve honorably to fulfill the party's tasks. Everything which is being done to implement the CPSU Central Committee stipulations, the participants in the plenum said, should yield simple specific results. This means, above, all,

the strict implementation of the stipulations of the 26th Party Congress, the successful completion of the annual assignments and the 11th Five-Year Plan as a whole, the creation of the necessary foundation for work during the next five-year plan and worthily welcoming the 40th anniversary of the victory of the Soviet people in the Great Patriotic War and the 27th Party Congress.

As in the past, the main task in industry is to improve the use of the production potential and further upgrade work efficiency and quality. Unity between organizational, economic and ideological activities in resolving key problems such as the maximal utilization of production capacities and productive capital, ensuring the faster growth of labor productivity and the precise and prompt implementation of contractual implementations for commodity procurements, etc. must be ensured. All labor collectives must create an atmosphere of creative search and the aspiration to work better and more efficiently, make fuller use of progressive labor organization methods and develop the socialist competition more extensively.

The task of party, soviet and economic cadres in capital construction is to concentrate their efforts above all on the most important construction projects and to ensure this year the completion of all industrial and social target projects.

Particular attention should be paid to speeding up the now-initiated spring field work for the 1985 crop. The party committees must persistently improve the style and methods of management of the agroindustrial complex. They must comprehensively promote enthusiasm for the work and a creative approach to the implementation of all assignments related to increasing the production of cotton and other agricultural commodities.

The March 1985 CPSU Central Committee Plenum reemphasized the fact that the most important concern of the party and the state has always been and will remain that of satisfying the increased requirements of the Soviet person and the improvement of living conditions. We must continue to improve consumer, trade and medical population services and bring strict order in transportation.

Ideological and mass political work must be tirelessly perfected.

Efforts to perfect the work with cadres and their placement and upbringing must be made in all sectors of production and social life, as the key to all accomplishments. The comprehensive enhancement of the level of this work and strengthening party and state discipline is the combat assignment of the party organizations.

The plenum adopted an expanded decree on the problem under consideration (YzTAG).

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EDITORIAL URGES IMPROVEMENT IN KaSSR CADRES

Alma-Ata KAZAKHSTANSKAYA PRAVDA in Russian 31 Mar 85 p 1

/Editorial: "Improve Work With Cadres"/

/Excerpts/ In party work there are no minor facets; nevertheless, personnel selection, distribution, and training are its core; and it is precisely in this that the guiding role of the party is visibly realized.

The decisions of the 26th CPSU Congress, the November (1982) and subsequent plenums of the Central Committee, and the speeches of the general secretary of the CPSU Central Committee, M. S. Gorbachev, contain profound theoretical and practical substantiation of the significance of urgent questions of personnel policy. They direct the party toward constant and purposeful improvement in personnel selection and training in the spirit of highest discipline and responsibility. It is precisely from these positions that the 16th plenum of the Kazakh CP Central Committee, which took place a few days ago, examined tasks of the republic's party organization for further improving personnel work.

In presenting a report on this subject, Comrade D. A. Kunayev, member of the politburo of the CPSU Central Committee and first secretary of the Kazakh CP Central Committee, noted that the special plenum of the CPSU Central Committee again demonstrated the inviolable unity of the party and the people and the monolithic unity of the CPSU ranks.

Questions of personnel work are systematically discussed in the central committee, the obkoms, gorkoms, and raykoms of the party and in primary party organizations. The pressure on leaders for efficient and timely execution of party and government directives and for ensuring a high degree of organization and discipline is constantly growing.

During four years of the five-year plan, the volume of industrial commodity output for the republic as a whole increased by 13.6 percent. Some 765 million rubles was sold above the plan. Rural

workers had to work under exceptionally complex conditions. Nevertheless, during the four years, the granaries of the Motherland were filled with over three billion pounds of Kazakhstan grain. The targets for rice deliveries were fulfilled and for grain corn the five-year plan was fulfilled ahead of schedule. Potatoes and other vegetables have begun to be produced and procured in larger volume, and the production of meat, milk, wool, and eggs is steadily growing.

It is difficult to list all of the qualities that should be inherent in the contemporary leader, but it is even more difficult to isolate the most important of them. Nevertheless, foresight, the ability to foresee the consequences of one's decisions and to foresee the results are what distinguish the industrial business "signature" of the most competent leading workers and captains of industry.

What distinguishes the best labor collectives of the republic? First of all, the fact that the task set by the party of putting the economy on the track of intensification is not just a slogan, but concrete realities of management. These collectives are headed by thinking, conscientious leaders who take initiative and know how to look to the future.

At the same time, as stated in the decree of the 16th plenum of the Kazakh CP Central Committee, personnel work in the republic party organization needs further improvement in the light of the decisions of the 26th CPSU Congress and the March (1985) plenum of the CPSU Central Committee.

Individual party committees are insufficiently active in conducting work for forming among all economic managers up-to-date economic thinking, socialist enterprise, the ability to overcome difficulties, and a feeling of personal responsibility for the unconditional fulfillment of state tasks. In certain branches of industry, forms and methods of management are slow to change and there is a tolerance for lagging growth in production and labor productivity. There are serious lapses in capital construction and in the work of transportation, communications, trade enterprises, and municipal and every day services to the population. The farms in a number of the republic's oblasts have not fulfilled plans in the four years of the five-year plan for the sale of grain, meat, and milk.

The Kazakh CP Central Committee Plenum stressed that all these shortcomings are the consequence of lapses in personnel selection, distribution, and training.

There are frequent instances when in party and soviet apparatuses and economic organizations people are selected hurriedly, without careful study of their qualities.



Instances persist where there are abuses of official position, in case of coercion and favoritism, and personnel selection on the basis of personal friendship, geographic origin, or kinship. Party committees must resolutely get rid of those who place personal interests above those of society.

There is a need to strive more persistently for unity of word and deed and to cultivate the ability to control verification of work done.

The most important instrument of personnel policy is the formation of a reserve for promotion. However, up to now, a clear-cut system of selecting candidates for inclusion in the reserve has not been developed in many instances. The opinion of primary party organizations and labor collectives is not always taken into consideration in promotions to management work.

The approach to forming a reserve staff should be more thoughtful and farsighted. Thus, there are still an obviously insufficient number of women who head important work sectors, and their population among high-ranking leaders is low. There should be more boldness in selecting for the reserve the best and most worthy representatives of the working class, the kolkhoz peasantry, the intelligentsia, and youth, and the multinational composition of the republic needs to be taken into consideration more fully.

In personnel work, a significant place is allotted to the Komsomol--the experienced personnel reserve and true helper of the party. It is important that party committees, in fulfilling the CPSU Central Committee decree on further improvement of Komsomol management, still more broadly attract young men and young women to active participation in all the affairs of society and cultivate in them a readiness to accept the heavy and complex burden of management work.

A special feature of the present stage of our development is the increased demands for quality in ideological work. Every Communist, every manager should be, as a matter of fact, an ideological warrior of the party. However, lack of initiative and indifference to political matters on the part of some managers, formalism, red tape and overorganization of individual ideological measures and their lack of systematization are still not unknown, and good undertakings and good acts come to naught.

Rich and varied is the arsenal of forms and methods for cultivating in managers a high degree of responsibility for matters assigned. The party pays special attention to enlarging the role of primary party organizations in educating the captains of production. The question is put this way: every manager should be under control both from above and from below, from the point of view of the masses.

The March (1985) plenum of the CPSU Central Committee called upon all Communists and all party organizations to pursue steadfastly the line for strengthening the requirements for raising the level of responsibility for assigned matters. That is why, with the special strictness imposed by the 16th plenum of the Kazakh CP Central Committee, the realization of its decisions must be striven for persistently.

9645

CSO: 1830/488

PLAN OUTLINED TO REVERSE EROSION OF BLACK SEA SHORELINE

Tbilisi ZARYA VOSTOKA in Russian 22 Mar 85 p 2

[Article by Prof P. A. Kaplin and Prof L. G. Nikiforov: "Protecting Seacoasts From Erosion"]

[Text] The lively issue of protecting the natural setting of the Black Sea coast, which has profoundly affected many of the republic's people, continues to receive the unwavering attention of our newspaper; we are systematically illuminating the issues associated with the protection and restoration of the Black Sea's shoreline, and the organization, development and energetic efforts of the scientific-production association, Gruzmoreberegoshchita. In continuing to focus directly on the problems resulting from this issue, we present today to our readers an article published in the first issue of the journal PRIRODA for this year.

The article's authors are P. A. Kaplin and L. G. Nikiforov.

Pavel Alekseyevich Kaplin is a doctor of geographic sciences, a professor and manager of the laboratory of the Pleistocene's most recent formations and paleogeography with the Geography Faculty of the Moscow State University imeni M. B. Lomonosov. He is currently working on the problems affecting the shorelines of the world's oceans.

Lev Georgiyevich Nikiforov is a doctor of geographic sciences, a professor and the senior scientific associate with the Department of Geomorphology of the Geography Faculty at Moscow State University. His area of work covers the analysis of offshore processes and their impact on the tectonics of the offshore zone of seas and oceans.

The seashore is a special natural setting, the development of which is affected by sea and "land" processes. It is a zone of interaction between several spheres of our planet: the lithosphere, hydrosphere, atmosphere and biosphere. Perhaps there is no other such "attractive" phenomenon for man on earth. It is not without reason that 30 percent of all the world's people live

on the shores of seas and oceans. It is exactly here that one finds significant industrial facilities, while the shore itself is exceptionally important for recreation.

However, in recent decades, as a result of increased anthropogenic influence on the shores, more and more of them are being eroded and washed away. For this reason, the issue of their protection is becoming even more acute.

At the beginning of 1981, a unique production organization of naturalists called Gruzmorbergozashchita appeared in our country, in the Georgian SSR. Along with the study of the processes occurring in the coastal zone, the organization's mission includes the implementation of all measures which protect the shores from destruction. In the three years of its existence the organization has succeeded in accomplishing much, but much remains to be accomplished. The program of upcoming efforts is based on scientific research conducted on the shores of the Black Sea for more than 10 years.

### The Processes Which Create Beaches

The main process which determines the peculiarity of the coastal zone is the process of transformation and diffusion of the mechanical energy of sea waves as they interact with the land. An important role in this interaction is played by the slopes of the underwater portion of the shore and the quantity of detrital matter (sand, gravel, etc.) which is in the coastal zone and subjected to displacement by the waves. Wave action, the sloping of the bottom and the amount of detrital matter are the basic factors in the current dynamics of the coastal zone. They determine the development of the coastal zone through cycles of abrasion and accumulation, i.e., they set the conditions for whether a shore will be destroyed or built up, to put it simply.

The waves in a coastal zone have enormous energy. An ocean wave strikes against a vertical wall with a pressure of up to 70 tons per square meter; we are building hydrotechnical facilities on the Black Sea which will withstand waves striking with the force of 11 tons per square meter. During storms, waves crashing into a shore destroy hundreds of hectares of fertile soil, settlements, enterprises, individual buildings, roads, etc.

The waves' energy may not make it directly to a shore's scarp, but may be expended as they break up in shallow water. Additionally, waves expend their energy as they displace detrital matter. In such instances, waves build constructively, they wash in beaches, spits and barriers; they can gradually create enormous offshore plains.

The process of forming alluvial land, primarily beaches, depends not only on the effects of waves, but also on the quantity of detrital matter in the coastal zone. If the quantity of detrital deposits is small, the beaches are ephemeral, narrow and in the event of a fierce storm, their matter can be carried away totally by waves to the bottom or to nearby sections of shore. If the detrital deposits are considerable and they are constantly replenished with sand and gravel, the beaches become firm foundations capable



of withstanding any kind of wave action. The total suppression of wave energy occurs on extensive, firm beaches and shore erosion does not take place. Consequently, beaches are not only and not even just a recreational facility, but also protectors of the shores themselves against destruction. Beaches are usually composed of the largest detrital deposits and have the finest particles of deposit on the underwater slope running out into the sea. The composition of the detrital deposits depends on the steepness of the underwater slope. If the underwater slope is gentle, the beach is generally sandy; if the slope is steep, the beach is made up mostly of gravel. A portion of the detrital deposits, which form a beach, is made up by gravel or sand, or gravel and sand, even though silt also plays a role besides.

How do beaches come about? Rivers carry out detrital matter. Sand and gravel remain in the coastal zone and particles of silt are carried off far away into the sea. There is still one more source of detrital deposits: the breakup of shore precipices. Their rock components are fragmented by wave action and are reduced further by sea and wave action. As a result of the striking of waves, which come in at an angle to the shoreline, detrital deposits can be dislocated along the shore for many kilometers from where they originated, or from river mouths to sections of shore where conditions are favorable for the deposit or accumulation of detrital matter.

When persistent storms come in from a single direction for an average 8 a year, the detrital matter is also dislocated in the same direction and is more often deposited in areas where the shoreline's fix changes sharply; consequently, the angle of incoming waves also changes. In the study of seacoasts, the persistent perennial movement of detrital deposits along a shore is called the longitudinal shore flow of detrital deposits. The basic parameters of this flow are the capacity, i.e., the capability of the waves to dislocate a determined volume of detrital deposits; the strength, which is determined by the actual quantity of moving detrital matter; and their saturation, which is understood as the degree of correspondence between this strength and capacity.

In the event that the direction and approach angle of the waves toward the shore change from storm to storm and season to season, the detrital matter can move along the shore first in one, and then in another direction; sections of erosion and accumulation can follow behind these dislocations. Just like the flows of detrital deposits, these dislocations can encompass sections of shore extending for many kilometers. Capes, which protrude far out to sea and the precipices of which drop to great depths, usually serve as the boundaries of those regions which detrital deposits move back and forth.

The longitudinal shore dislocations and the back and forth movements of detrital deposits tie in a sense various sections of the shore together. Natural coastal systems emerge, the existence of which is supported by the volume of incoming detrital deposits, the direction of the waves and the configuration of the shore. It is quite obvious that in studying the dynamics of shores, one has to examine totally the entire system from the sources of the detrital matter to its deposit locations, i.e., along the entire extent

of the coastal relocation of detrital deposits, or the entire zone of the detrital matter's back and forth movement.

If there are no significant natural events and, more importantly, man does not interfere in the natural process, a self-regulating natural system of relative balance establishes itself after a time, as a rule, on the shore. However, the balance is constantly violated. The levels of oceans and seas fluctuate, the steady flow of rivers changes, tectonic movements of the coastal land occur, etc. Man's economic activity causes great changes in the shore systems. Seaports and harbors are built, lead-in canals are dug in, power stations are equipped, natural resources are mined, etc. Man's inefficient and foolish interference in shore processes often have foreseeable consequences. Such a situation has resulted in our country on the shores of Georgia.

### Why Are the Beaches Breaking Up?

Of the 312-kilometer length of Georgia's total shoreline, 220 kilometers have quite recently begun to break up.\* In the areas of Gagra, Pitsunda, Poti, Kobuleti and Adlia, the rate of coastal erosion has reached three meters a year. In the area of the mouth of the canal to the Inguri Hydroelectric Power Station, the rate is 16 meters a year; on the section Galidega-Anakliya, five meters a year; etc. In the past 20 years, more than 2 million cubic meters of porous rock have been eroded in the area around the Gagra health resort; this equates to 50 hectares of land. Around Ochamchira, 80 hectares have been washed away and 280 hectares have been eroded in the Poti area.

The greatest amount of erosion is being observed along 40 kilometers of the shore of the Kolkhidskaya lowlands where significant efforts are being made to drain swamps in the vicinity. The cause of this erosion is the closing of the channel of the Inguri River with a hydroelectric power station dam; this has completely cut off the outflow of this river's beach-forming detrital deposits to the sea.

For the past 20 years, more than 40 organizations of various departments in Moscow, Leningrad, Kiev, Odessa, Sochi, Tbilisi and other cities have been involved in the scientific research of the Black Sea shoreline. The majority of these organizations did not specialize in the area of seacoast dynamics. The results of their research, different in type and specialty, were often incomparable and contradictory. Field research and investigation was conducted during summer, non-storm periods using various methods and only on short stretches of seacoast, within city and health resort limits. The basic conclusions of such research resulted in recommendations to build different sea hydrotechnical facilities (concrete walls, breakwaters and dikes) on short stretches of coastline. Such facilities were constructed intensively by various organizations

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\* From here on, data is cited from a book of photo materials which reflect the current state of the Black Sea's coastal zone within the limits of a 220-kilometer section of the Georgian SSR's shoreline being eroded.

and departments. Railroad workers fortified individual sections of road, dockworkers built up the areas around port facilities and the health resorts protected only their own territories. However, despite the annual implementation of measures to fortify the shores, the extent of Georgia's eroded coastline continued to increase unabatedly: in 1961, 155 kilometers of shoreline were destroyed, in 1972, 183 kilometers and in 1981, 220 kilometers. It is a paradox but still a fact: the worst situation has developed on those seacoast stretches where the shores have been fortified more strongly and for a longer time.

What is behind such a situation? Within the limits of the Black Sea coastline of the Georgian SSR, the amount of sand and gravel deposits carried by rivers out to sea influences the dynamics of the coastal zone more decisively than in any other coastal area of the Soviet Union. Here deposits are strictly varied. Sand is usually located in the zone from a depth of 15-20 meters to the edge of the beach. The beaches are generally made up of gravel, rarely on a sand and gravel combination. Streams of deposits and the significant dislocation of detrital matter are natural for the majority of coastline areas. A basic relocation of detrital deposits takes place toward the southeast and south. Streams of deposits and dislocation of detrital matter are located within the limits of several enclosed or semi-enclosed natural systems. Sand and gravel matter does not run very deep and its natural erosion occurs only through abrasion.

In the past, the influx of detrital matter from the rivers of Western Georgia was significant. Streams of detrital deposits were saturated; an accumulation of sand and gravel occurs along almost the entire shoreline and land moves out to sea. During recorded history, the former Kolkhidskiy Bay has filled up with deposits and major accumulative protuberances formed--Cape Pitsunda, the protuberances in the Sukhumi area, and near the mouths of the Kodori River and the Chorokhi River in the Batumi area.

However, the picture has changed sharply in recent decades. The balance of detrital deposits has been upset, and the energy of waves, which formally had been totally divided between dislocating and accumulating sand and gravel detrital deposits, has begun to expend itself on washing away the shores. It can also be said with total resoluteness that the Black Sea's waves in the coastal zone have not become any stronger than they were before. The issue is something else: there is less detrital matter in the coastal zone. The cause of this development can be traced to man's economic activities. In connection with the intensive building of hydroelectric power station dams in the valleys of the Inguri, Ladzhanuri, Gumati, Vartsikhe, Gumisty and other rivers, as well as with irrigation measures and the choice of water for supply to enterprises and populated areas, the volumes of sand and gravel detrital deposits supplied annually to the coastline by the rivers of the Black Sea basin have been sharply reduced. Additionally, 30 million cubic meters of sand and gravel were extracted from the coastal zone and river deltas for the construction of coastal cities, health resorts and roads between 1940 and 1970.

The construction of piers and other port facilities thrust out into the sea has inflicted considerable damage on Georgia's coastal zone. Hydrotechnical facilities thrust out into the sea divide the flows of deposits. Detrital deposits, moving along the beach in a single direction, cannot negotiate such facilities and thus accumulate on the pier's winward side; this leads to an enlargement of the shore and a reduction in the depth of the harbor's entrance. This is also something that is not desired. On the other side of the port facility, so to say, downward from the course of the flow, a deficit of detrital matter emerges and the erosion of the beach and shore base itself occurs. Such erosion is called "low-water erosion".

After the construction of the Poti seaport pier just south of the Poti River, a 900-meter strip of land was washed away rather quickly. South of the port in Ochamchire, a 350-meter strip of the shoreline was cut off.

It is natural that people are rushing to fortify similarly threatened areas, primarily with concrete walls and dikes. However, even if people succeed in fortifying any specific short section of coast, erosion begins anew in a new location further down the stream of detrital deposits. As a rule, hydrotechnical facilities cause intensive low-water erosion in the zones of longitudinal shore dislocation activity and do not totally protect the shore from erosion. Experience shows that "patching" a shoreline in certain spots does not save the situation. What is needed is a complex of well-thoughtout measures within the framework, at least, of integral natural coastal systems.

Individual facilities, which fortify the Black Sea's shoreline, are usually shortlived. The point is that as a result of a shortage of detrital deposits, wave action leads to a retreat of not only the shore's abovewater portion, but also of its underwater slope from a depth of between 15 and 20 meters. Consequently, surface, so-called non-deeply set facilities are quickly washed away or fall over and clutter up the beach. Thus, in the Poti City area, the water was only 2-3 meters deep before a systematically "shore-fortifying" berm was built up. Previously, this depth went out for between 200 and 300 meters from the shore. Now, the water depth has reached the 15-meter mark. Increasing the steepness of the underwater slope results in a sharp increase in wave action against the shore's slope. The deformation or destruction of shore-fortifying facilities often occurs suddenly when waves of average strength, i.e., a force of 5-6, strike.

The above-stated does not mean that hydrotechnical facilities are completely useless and harmful. The successes of marine hydrotechnology are undisputed and hydrotechnical engineers have proposed many remarkable facilities for protecting shores. These facilities have worked out quite well in protecting the Black Sea shoreline in various areas, like the Crimea. The key point, however, is that these facilities need to be utilized by taking into account a specific natural situation and adapting to it, not by defying it. Unfortunately, the enormous possibilities of engineers solving all issues have led to the illusion that natural processes can be ignored more or less, or they can be suppressed with concrete and iron.



The construction of facilities which fortify a shore must be undertaken within the framework of the overall measures implemented to protect and efficiently utilize our shorelines. It is essential that these measures totally encompass the coastal zone within the limits of individual natural systems and, if possible, within the limits of large offshore regions like Western Georgia.

The situation which developed in the coastal zone of Georgia's shoreline required the immediate implementation of measures and the application of a single, scientifically based development program, free of departmental narrowness, to research and work on dealing with the shores of the Black Sea's Caucasus region. For this very reason, the Central Committee of the Georgian Communist Party and the Council of Ministers of the Georgian SSR set up the country's first scientific-production association to protect nature (SPAPN), Gruzmorberegozashchita, on the basis of small subunits operating in various departments.

#### A Unique Organization of Naturalists

Gruzmorberegozashchita not only researches the laws affecting the natural environment, observes and models it, and issues practical solutions based on its principles, but also places orders, finances and supervises, i.e., it undertakes and monitors the course of planning and surveying and construction-repair efforts which the organization executes in accordance with its technical mission. The supervisors and staff of the central scientific subunit, who are simultaneously the supervisors and staff of the entire SPAPN, combine the functions of a scientific research institute and a ministry (or central directorate) and implement the entire planning and accounting system.

Gruzmorberegozashchita is free of departmental restraints: it is subordinated directly to the republic's Council of Ministers.

For the time being, the association's financial activity is conducted with funds allocated by the republic. In the future, all measures are to be carried out on the basis of the division of any expenses among interested ministries and departments and union enterprises having health resort, production and cultural facilities along a three-kilometer stretch of shoreline.

The two construction subunits subordinate to the SPAPN are deployed correspondingly in the Gulprish, Kobuleti, Sukhumi, Batumi, Gagra and Poti areas. The responsibility for the status of individual suburban areas attached to them is borne by six regional laboratories conducting cyclic (rezhimnyy) research for the SPAPN scientific subunit and located at various points along the coast. These laboratories conduct cyclic observations of the coastal zone. A smaller number of scientists deals with the generalization of results of research on the part of peripheral laboratories and the improvement of assets for the conduct of research, and closely cooperates with scientific research institutions and college departments of closely related programs. These scientists, along with the SPAPN staff

itself, are functionally associated with republic agencies in an economic relation and are located in Tbilisi. Thus, a second "illness" the one of so-called regionalism, is avoided.

Thus, an organization of naturalists has been established for the first time in the USSR. The organization combines production (the construction of hydro-technical facilities, quarries, etc.), project and scientific sections. Science plays the foremost role, i.e., as a result of scientific research the laws affecting the development of the natural setting are revealed, necessary measures are determined, and after their implementation, the results are analyzed. This investigative research is conducted primarily by geographers, geomorphologists, hydrologists and geophysicists.

Although Gruzmorberegozashchita has been in existence for less than three years, substantial achievements have been made in the cause to protect our shores from erosion. In September 1983, the association informed an out-of-town session of the republic coordination council on science and scientific-technical progress, held in Gagra, about its plans and the work it had done. Candidate Member of the CPSU Central Committee Poliburo and First Secretary of the Georgian Communist Party, Comrade E. A. Shevardnadze, spoke at the conference. Comrade Shevardnadze spoke in his long speech about the high marks given to SPAPN Gruzmorberegozashchita, and he also expressed some extremely interesting and important ideas concerning the organization of the protection and efficient utilization of nature. For this reason, we consider it indispensable to quote several points made in this speech. E. A. Shevardnadze particularly emphasized that: "One of the principle causes of the intensive erosion of the Black Sea's shores is the poorly thoughtout and aggressive economic activity...

"It is no secret that the entire postwar construction of cities, health resorts, the Black Sea Railroad, superhighways, etc., was done with cheap sea ballast. As has been calculated, every 150-200 thousand cubic meters of ballast equates to one kilometer of wide, wave-reducing beach.

"Chasing after such, so to say, right-this-minute economy can simply ruin us, comrades. We need to know how to proceed from state interests and from a real, not imaginary idea of getting by inexpensively."

E. A. Shevardnadze sharply condemned the practice of cutting off funds for measures protecting nature when ports, hydroelectric power stations, irrigation systems, reservoirs, etc., are planned and constructed; in other words, he stated, of anything "which lies beyond the purview of limited departmental competence. It is the narrow departmental approach which is the second cause of interference in the prevention of Black Sea shore erosion and of hindering the conduct of comprehensive measures without which the proper effect cannot be secured."

An example of such a narrow departmental approach is the construction of the Inguri Hydroelectric Power Station. The planners of the station were charged with the task of investigating the scope of a possible detrimental impact on the surrounding environment and working out measures, including those

dealing with the protection of the seacoast. However, although the station has already been built, documents covering the plans and budget considerations for protecting the offshore territories of a 40-kilometer stretch of shore, Gudava-Ankliya-Khobi, have yet to be prepared. This section of shoreline was fed with detrital deposits brought out by the Inguri River; currently, between 10 and 12 hectares of the most fertile land are lost yearly because of the sharp reduction of a stable flow of deposits.

E. A. Shevardnadze remarked further: "It is time to talk here about a third and considerably substantial cause for the reduced effectiveness of measures designed to protect the Black Sea's shores, about the so-called non-specialized technocracy... Technocracy has also been revealed by the fact that all the way up to 1981, institutions for engineers and not naturalists were the primary organizations which actually determined policy in the area of seacoast protection. As a result of their overall specialization, many of these organizations were far removed from these problems and, at best, saw their resolution in the unification and modification of various sea hydrotechnical facilities."

After 1981, a fundamentally new phase began for the efforts to protect the Black Sea's coast from erosion and, perhaps, for all our activities to protect nature. The new SPAPN organization, Gruzmorberegozashchita, set about to accomplish the mission of restoring the self-regulating interaction of sea and land as the basis of its activity. This mission can be accomplished by way of an artificial balancing of the incoming and outgoing amounts of shore detrital deposits and a sharp reduction in the amount of construction of shore-fortifying facilities.

E. A. Shevardnadze continued: "The establishment of the country's first scientific-production association for the protection of the shores of the Black Sea is a kind of administrative experiment in the area of environmental protection. The experiment permits us to combine simultaneously sectorial and territorial interests of science and production...

"What is more, we can say that this experiment is the first precedent of such a partnership between science and production in which science morally, materially and administratively guides production and dictates to it its conditions. This, of course, is logical. In this instance, science shows its worth as a direct productive force.

"Still one more important aspect needs to be mentioned: it is the first time that the key role in the resolution of problems associated with the protection of nature has been given to an organization of naturalists...

"Naturalist scientific subunits are just the organizations which should be at the forefront of policies both protecting and utilizing nature as they apply the achievements of related and engineering sciences alike."

E. A. Shevardnadze showed in his address that the experience of the SPAPN organization, Gruzmorberegozashchita, should be utilized also in other areas like, for example, the protection and restoration of cultural and natural monuments, the utilization of Georgia's richest material and medicinal resources, etc.

What then are the achievements of the new policy on the protection of the shores of the Black Sea?

#### The Successes of the New Program

On the basis of the investigation of the laws affecting the dynamics of the coastal zone, which have been conducted for many years by various scientific organizations, as well as thanks to its own supplemental research efforts, SPAPN Gruzmorbergozashchita has developed a long-term program for the total restoration and future protection of the coast against erosion. This program envisions that a complex of major measures will have to be implemented by the year 2000; these measures will have an overall cost of 276 million rubles. A rational order of priority of these measures has been determined. The basic principle contained in this program aims at the maximum utilization of natural processes which control the self-regulation and self-protection of natural systems. Instead of building expensive hydrotechnical facilities which upset nature's order, help should be rendered to nature by restoring and safeguarding this order.

The program envisions the bringing in of approximately 30 million cubic meters of sand and gravel to certain sections of coast, i.e., a return of the detrital matter removed between 1940 and 1970. Between 1983 and 1985, 7 million cubic meters of matter which will form a beach will be loaded into the coastal zone; this will exclude by the end of the current five-year plan the possibility of an emergence of emergency situations in the areas of major economic facilities.

The coast has sufficient quarries where detrital matter, brought in by the rivers during distant geological ages, is preserved. The quarries are situated far from the coastal zone and river mouths and have no impact on current geomorphological processes. Considerable amounts of sand and gravel can be taken from these quarries and delivered to the shore.

At first glance, all of this is simple and easily understood. However, many years of scientific research preceded the development of a program and new policy to fortify the shores. The famous geographer, V. P. Zenkovich, began to research the shores of the Black Sea during the prewar period. He was the first to reveal zones of detrital deposit streams to the coast, the boundaries of the natural systems and the overall laws affecting the dynamics of the coastal zone. Wave transformation processes, the steady influx of river water, the structure and dynamics of the underwater slope, the accurate balance of detrital deposits on certain sections of shoreline and on the coast overall, and many other issues were studied over a period of decades by the specialists of the Oceanology Institute imeni P. P. Shirshov of the USSR Academy of Sciences, the Geography Institute of the USSR Academy of Sciences, the geographic faculty of the Moscow State University, the Institute of Geography imeni Vakhushti of the USSR Academy of Sciences, the Tbilisi State University, various geological directorates and others. SPAPN Gruzmorbergozashchita was nourished by the experience of all these organizations and armed itself with all the acquired results.



By 1982, SPAPN Gruzmorbergozashchita began to implement its efforts according to a new methodology. In the area Gagra-Pitsunda, 510 thousand cubic meters of matter, which formed a beach, were brought onto the shore. Several storms during 1982 and 1983 distributed the deposits along the shore, and the newly created beach not only protected the sections at risk, but also sharply improved the state of the entire 22-kilometer shore, from the northern edge of Gagra to the Pitsunda pine grove.

The changes, which took place on the protected section, are well illustrated by the repeated photographs, produced in this article. After the implementation of measures in the Gagra area, there is now a beach on the sections where there had been none. Now, the beach opposite the Staraya Gagra settlement is 35 meters; opposite the Holiday Hotel Energetik, 40 meters; and near the mouth of the Bzyb River, 70 meters. We need to mention that these beaches will grow, inasmuch as all the filled-in matter has yet to be "mastered" by the waves and redistributed along the shore.

Similar efforts were also made on other individual sections and these efforts were successful in eliminating everywhere the emergency situation and spreading out the beaches in the areas from the Gumista River to the Cape of Sukhimi and from the Kelasuri River to the Madzharka River.






An interesting solution was proposed for eliminating the erosion of the shore to the south of Batumi. The strip of beach here was fed by detrital deposits brought in by the strong flow of the Chorokhi River. A stream of deposits following along the shore was traced from the mouth of this river to the north toward Batumi. However, it has been quite recently that the steady influx of detrital deposits began to be intercepted by the summit of an underwater canyon. The summit came almost to the surface and caused the extensive erosion of the shore. Canyons are deep, steep-walled valleys which crisscross the shelf of the Black Sea in many areas. Most of them do not influence greatly the dynamics of the shore. Sometimes, however, as they cut deeper and deeper into the bottom, they reach zones with their summits where shore deposits are interfered with and then these deposits follow the channels of these canyons irreversibly into the depths of the sea. The Chorokhi Canyon is one of such canyons.

In order to avoid the losses of detrital deposits, it was necessary to interfere somehow with their movement into the canyon. It was decided to collect the detrital matter from the river's channel, near its mouth, and transfer it in pipes for several kilometers to the north, outside of the zone influenced by the canyon. There, the matter, approximately 150 thousand cubic meters, is unloaded and moved into the coastal zone. By having implemented this plan, SPAPN Gruzmorbergozashchita restored the flow of detrital deposits moving toward Batumi; the shore ceased to erode and the beaches began to grow.






Thus, by gradually restoring the smooth-functioning of the coastal zone within the limits of individual natural systems and areas, SPAPN Gruzmorbergozashchita plans by the end of the century to eliminate totally the erosion of the seacoast, create everywhere wide beaches, and, where necessary, spread new ground.

One task will still remain after 2000: the maintenance of a constant influx and outflow of amounts of detrital deposits. It is impossible to restore the former existing volumes of deposits brought out by the rivers, inasmuch as it would be necessary to tear down all the river dams and destroy irrigation facilities. It will be necessary to replace deposit losses by annually artificially feeding the coastal zone with beach-forming detrital deposits in the volumes previously brought out by natural processes and necessary for balancing the amounts of detrital matter flowing in and out. These volumes are determined by periodic cyclic examinations with instruments, carried out after every storm, season and year, and will depend essentially on the high water mark of the artificial facilities. However, the general volume of the annual amounts of detrital deposits brought into the entire Georgian Black Sea coastal area by the rivers will, according to SPAPN Gruzmorbergozashchita's calculations, not exceed 600-800 thousand cubic meters and will permit a total non-reliance on hydrotechnical facilities.



SCHEMATIC MAP OF THE DYNAMICS OF THE BLACK SEA'S COASTAL ZONE WITHIN THE BORDERS OF THE GEORGIAN SSR

-  Mountain Rock
-  Sedimentary Rocks, Metamorphosed Rocks (Conglomerate, Marl, Rocks)
-  Porous Rocks (Pebbles, Gravel, Sand)
-  Massive Porous Rocks (Sea and Lagoon Clays)
-  Lake Plains and Swamps

Detrital Deposit Sources:

-  Saturated
-  Non-Saturated
-  Sections of Detrital Deposit Downward Drift
-  Summits of Underwater Canyons
-  Back and Forth Movements of Detrital Deposits

Major Quarries of Inert Matter:

-  Inactive
-  Active



It appears to us that the experience gained from the efforts to protect Georgia's shores from erosion of the Western Black Sea area, the Baltic and the Far East are somewhat different and the entire methodology applied in Georgia cannot be utilized on these other coasts. The point, however, is not only or as extensively tied to a particular methodology, as much as to the overall approach and the general scientific and organizational principles used in the solution of problems associated with the protection and efficient utilization of nature with regard to our country's seashores.

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BSSR BAPTISTS' ACTIVITIES, INFLUENCE ON OTHERS SCORED

Minsk SEL'SKAYA GAZETA in Russian 4 Apr 85 pp 2-3

[Article by N. Yermakov, staff correspondent, in the section "On Atheist Themes": "Love in Two Dimensions"]

[Excerpts] The presbyter of the Ut' community of the Evangelical Christian Baptists, Fedor Kapenkov, was most curt:

--Brothers and sisters, I am obliged to report some news that is unpleasant for all of us. Our sister Anna betrayed the faith...she committed adultery. She is not worthy of being in our ranks.

"Sister Anna" is Kapenkov's own daughter. Reared in a family of believers, she was, since early childhood, accustomed to the ways of the Baptists. It was even decided to observe all Anna's wedding according to all the religious canons. She married a young believer.

She married not out of love but out of faith. The chief virtues of her betrothed were that he read sermons well, knew the Bible, sang religious psalms and hymns, spoke with contempt about everything earthly and constantly extolled his love for God. She struggled with herself for a long time and finally could not endure it: she handed in an application for a divorce.

It especially angered Kapenkov that his new son-in-law was a member of the Komsomol. So as not to undermine his authority among the believers, the presbyter took an extreme step: he expelled his daughter from the sect. This he did not permit even in those cases when the believers explicitly transgressed Baptist commandments since he feared that the ranks of the Evangelical Christian Baptists would be reduced and that the till of the community would be impoverished. He did not err in his action: the "brothers" and "sisters" were delighted with the decisiveness of the presbyter.



Anna does not attend prayer meetings. She is getting ready to become a mother.

Kapenkov continues his sermons. He does not remind the believers about his daughter, pretending that nothing special has happened.

The Ut' community of the Evangelical Christian Baptists has been known in the region for a long time. Strong ties with the outer world facilitated the penetration into Belorussia of the most diverse thoughts and trends. This would not have come about without the influence of Baptism.

The Baptists founded their sect on the shore of Ut' approximately one hundred years ago. Here conditions were good for their activities in those times: it was possible to perform the ceremony of Baptist christening in the small river, thus having great possibilities for liaisons. Since that time, in the village of Ut' there has always been an abundance of Baptists, who with their tenacious tentacles dragged into their sect the unstable, the weak-willed and, most often, those who have met with worldly difficulties and adversities.

In recent years the number of followers of the faith has diminished sharply. Primarily pensioners attend the prayer meetings. Almost all of them are the products of families of believers. Presbyter Kapenkov tried to persuade all of his daughters to the faith. But he did not succeed. And thus, regrettably, for a long time Anna was under the strong influence of her parents. Since childhood the girl led two conflicting lives. She led one in school and another at home, where fear of the next day, a quick "end of the world," reigned.

Until the present, the sect has existed outside the law. As a rule, the prayer meetings are conducted in the homes of the believers very nearly in turn. This, it goes without saying, is a transgression of the law, and the local authorities demand order. Knowing that the Baptists were meeting illegally at the home of Titus Gritskov, they came to forbid Kapenkov and the master of the house against breaking the legislation concerning cults. In response to the polite request that the presbyter curtail the prayer, Kapenkov once again continued to sing the psalm with defiance. In addition, the assembly of the believers walked along the street, in the sight of the people. "We are not bothering anyone!" announced the participants of the prayer meeting.

How is this so? The singing that the believers considered innocent had already led to tragic consequences. A young girl had become the victim of the Baptists. In the home of Yevdokii Abushenko, the Baptists began to meet and to convert the children. Abushenko's daughter announced seriously to her mother:

--This must not happen in our home. If you start to invite the "brothers" and "sisters," I'll leave you.

The "sisters" instructed the mother, who was entranced by religion, in how to teach the daughter-apostate a lesson...

Once, when the daughter went to the woodshed to gather wood for the stove, Abushenko attacked his daughter and began to beat her on the head with a metal object. When the daughter lost consciousness, Abushenko lost his head for a moment but then ran to his distant relative Vlasenko:

--Help!

Vlasenko helped lift the lifeless body of the girl and throw a noose around her neck...

The Baptists met in the home of Abushenko and decided that they must bury the victim quickly. Without preliminary expertise and examination, they carried the deceased to the cemetery. But the neighbors, who knew well the psychological state and health of the girl, did not believe her suicide and demanded an investigation. Qualified specialists established that before her hanging, the victim had received 26 blows to the head with a blunt metal object. After learning of all the particulars, the judge sentenced Abushenko and Vlasenko to a long term of confinement in a hard labor colony.

The desire to obtain "divine paradise" more quickly leads believers to an artificial, nervous overexertion and to morbid hallucinations, which incite crime and negatively affect one's health. It was precisely in this condition that Abushenko found himself.

The Ut' adherents of the Evangelical Christian Baptists continue to bring their faith to new members. Most often, they convert persons with unstable world outlooks who have fallen into misfortune. They invite the "candidates" to prayer meetings and supply them with religious literature. Often they also give them material assistance. They figure thusly: those entering the sect will repay the debt with monthly dues. Not many people swallow the bait of the fishermen of souls. But if someone "bites," it is not easy for him to disentangle himself. Presbyter Kapenkov and the other "envoys of God" try to secure him in the sect through fright, various types of promises and prophecy of salvation.

In every prayer Kapenkov "inspires" terror:

--begin to philosophize and misfortune awaits!

Iat'yana Glazko underwent such a conversion.

Like all her peers, Iat'yana attended school and lived a full life. She entered the Komsomol. After school, she got a job in the shop of a construction materials combine. Here love came to her. Her family was friendly, happy. Iat'yana and her husband Aleksandr were unspeakably happy with the birth of their daughter. And suddenly great grief befell her--Aleksandr died unexpectedly. The woman withdrew into her own shell. And there were the Baptists.

At first, everything seemed strange to the young woman. But gradually she became accustomed to circumstances and did not notice how she was accepting the Baptist dogmas. Now Glazko lives a closed life and shuns social affairs. She was converted from an activist to a "servant of God." And thus, finally, one cannot blame the social organizations that could not opportunely warn the woman against a faltering step.

"None of us use alcoholic beverages, smoke or use foul language," the Baptists often love to repeat. But in fact, among the believers there are more than a few lovers of drink who once in a while show off their religiousness. Thus, by the way, are other believers. They do everything in order to demonstrate their chastity and integrity, which, in reality, do not exist. Counting on popularity, they sometimes even establish multiple "representations."

At a designated time, the gates to Kapenkov's yard swung open: "Come in, people, marvel at our table". And, finally, the curious came. In the depths of the yard a scene was constructed that was adorned with verdure and religious slogans; all over it were long tables on which stood various viands and, instead of wine, tea and compote. The orchestra, which was from Chernigov, played religious hymns arranged to the tunes of songs by Soviet composers. And suddenly:

--Fire!

It seemed very much like everything had been planned beforehand. Otherwise why would 15 or 20 shovels be kept in one yard, and with new handles no less. Who would benefit by starting a fire in order to spread a rumor about the fact that a believer "tripped up."

## BOOK EXAMINES VESTIGES OF ISLAM IN GEORGIA

Tbilisi SAKARTVELOS KOMUNISTI in Georgian No 4, Apr 85 pp 94-95

[Review by Sh. Esitashvili of R. Andriashvili's book "Islamism Gadmonashtebi Sakartveloshi" [Vestiges of Islam in Georgia], Sabchota Sakartvelo, Tbilisi, 1983]

[Text] It is a topical task of Marxist atheism to provide a scientific-critical analysis of vestiges of Islamic ideology and cult practices and the search for ways to overcome them. This problem is the subject of R. Andriashvili's monograph "Vestiges of Islam in Georgia."

The work examines questions that have been little studied, namely: factors accounting for the retention of elements of Islamic ideology and cult practices in some districts of Georgia, the specifics of their functioning, evolution, and transformation, the nature of relations between Islam, paganism, and Christianity, and the characteristic dynamics of Muslim believers' religious consciousness. The work explores ways and forms of overcoming Islamic vestiges remaining in our republic.

The author of the work draws on factual materials of sociological research and demonstrates the believer's ambivalence, his religious and realistic-practical behavior. The author correctly notes that these aspects are intertwined in the believer's psyche and actions, and that many aspects of life are viewed through the prism of religious ideas (pp 70-71). In this way, it becomes a social-gnoseological matter and acquires the character of a world-view orientation.

The book develops the idea that cult practices are more traditional and less changeable than religious notions. At the same time, the author attempts to find the psychological bases as well as the social and gnoseological factors accounting for the traditional character of believers' cult practices. On the basis of analysis of materials researched in Adjara, Bolnisi, and Marneuli rayons, also the Ingilo district [in Azerbaijan], Andriashvili shows that the believer's attitudes are realized in cult practices--namely, in relation to religious festivals; by the same token, religious festivals are seen as an essential condition for the recording [fiksirovaniye] of the believer's attitudes (p 86). Attitudes toward festivals are reinforced by the believer's religious mind-set that has become established in his consciousness since childhood.



The author believes that Islam in Georgia "is more of the nature of religious psychology and ritual practices" (p 118). At the same time, Islamic ideology has never been dominant here. Religious fanaticism has not, historically, taken root in the Georgian people; this has had a definite effect not only on Muslim Georgians but also on Muslims who have come to settle on Georgian lands. The author concludes, correctly, that the whole mystery of the difficulty of overcoming religion is that it is firmly blended with many aspects of human life and at a particular new [words apparently missing] becomes qualitatively reinforced and entrenched. This accounts, at least partially, for the persistence and conservatism of religious ideology and cultism (p 127). The author might well have indicated here that under socialism, religiosity is retained more in the form of traditional cult practices rather than ideology.

Andriashvili correctly points out that monotheistic Islam was not able to conquer paganism totally; we encounter Islamicized pagan elements such as notions about angels, genies, ghosts, and so on both in the consciousness of today's Muslim believers and in Orthodox Islam's most basic of foundations, the Koran.

The author of the monograph focuses on attempts to revive Islamic cult practices on our republic's territory. Analyzing factual material, Andriashvili demonstrates the skillful forms and techniques (and the antisocial nature) of religious-ideological and ceremonial influences exerted upon believing Muslims by numerous groups of so-called registered and "wandering" mullahs.

The author demonstrates that the absolute majority of the clergy popularizing Islam are uneducated. They neither possess theological knowledge nor do they take the trouble to learn Arabic; they read the Koran to their followers "in Arabic" but do not themselves understand what they are reading. Nor is that necessary. "Allah does not care about understanding the meaning of the Koran, only its divinity, blind faith in its supernatural character" (p 114). Believing Muslims are forced to make abundant contributions of ritually decorated "sadaqa" and "nazir" (contributions in the form of money, livestock, and so on). Thus, the activities of Islam's clerical calling are obviously utilitarian, antihumanistic, and antisocial in nature. They exert a serious negative effect on people's world view, mentality, and behavior and hinder the establishment of the socialist way of life.

With full justification, the book devotes substantial space to the question of Islam's conflict with Christianity in Georgia. Andriashvili attempts to find an angle and, from the standpoint of scientific atheism, demonstrate the specific nature of interactions between Islam and Christianity as well as Islam's ideological-worldview attitudes toward modernity in Georgia. The author draws on historically attested facts, noting: "Even though Georgia was under the domination of Muslim conquerors for a long time and suffered constant destruction, annihilation and exile of the population, the destruction of churches and monasteries, and religious persecution, Islam was never able to spread throughout the country" (pp 5-6), because here Islam was met by strong, centuries-old national cultural and behavioral traditions and a stronger and more practiced Christian ideology. The essential factor here is not the confrontation between two opposing religious ideologies but rather the

real life-and-death struggle between invaders in the guise of religion and a nation fighting for its independence. As for the fact that a portion of the Georgians were Muslimized, the crucial causes were not "religious-traditional and ideological factors" but rather the annexionist policies of the Muslim world, especially the Ottomans, unceasing attempts to assimilate captured territory under the pretext of Islamic ideology, and the fear of complete physical annihilation on the part of the "infidel" Georgians inhabiting those territories.

The author shows that in Adjara, Abkhazia, and in the Ingilo district as well, Islam brought about fundamental changes in the Muslimized Georgians' traditional worldview and religious customs.

Andriashvili notes correctly that Muslim and Christian believers living side by side in Georgia experienced mutual influence with regard to religious customs and everyday traditions, but he is not convincing in his claim that "Islam also exerted a certain influence on Christianity and Christian theology" (p 66). At any rate, more substantial argument in favor of this is needed.

Conflict between Christian and Muslim working people has not worsened during the period of Soviet rule; in fact, "religious toleration" has developed. The author believes that "this religious tolerance has arisen in the consciousness of both Muslims and Christians; 'interreligious' families' attitudes toward both religions are changing" (p 67). The main reasons for this are the major social transformations and factors serving to establish the Soviet way of life --factors which have sharply curtailed both religions' authority in the consciousness of believers.

R. Andriashvili's work is the first monograph in Georgian dealing with the survival of vestiges of Islamic ideology and cult practices in some districts of Georgia; naturally, it has a number of shortcomings. On the whole, however, it is an excellent reference for workers in the field of scientific atheism and ideology in general, persons involved in ideological-indoctrinational work who can make successful use of the factual material, methodological suggestions, and interesting ideas and conclusions presented in the work.

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BOOK VIEWS LITHUANIAN KOMSOMOL STRUCTURE, GROWTH

Vilnius KOMMUNIST in Russian No 3 Mar 85 (signed to press 22 Mar 85) pp 96-99

[Review by I. Shyaulene, graduate student in the Department of CPSU History at Vilnius State University, of the book "Partiya i Komsomol (Rukovodstvo Kompartii Litvy Komsomolom v 1966-1980 godakh)" (The Party and the Komsomol [Guidance of the Komsomol by the Communist Party of Lithuania in 1966-1980]), by I. Bagushauskas, Vilnius, 1984, "Mintis", 168 pages, in the Lithuanian language]

[Text] The CPSU has always given great attention to the Komsomol [Communist Youth League]. Party documents define the place and significance of the VLKSM [All-Union Leninist Komsomol] in the political organization of our society and lay out the primary areas of its activity in building communism. The decree of the CPSU Central Committee on improving party guidance of the Komsomol and increasing its role in communist indoctrination of young people is a program document which elaborates the principles of party guidance of the Komsomol in the current phase. The decree observes that the tasks of refining developed socialism and the heightening of the struggle between the two world systems demand an improvement in party guidance of the Komsomol and all indoctrination of the younger generation and intensified participation by it in building socialism.

The monograph by historian I. Bagushauskas "The Party and the Komsomol" is devoted to summarizing the experience of the Lithuanian Communist Party in guiding the Komsomol. This is the first work of this nature in the historiography of the Lithuanian Communist Party.

The well thought-out structure of the book enabled the author, relying on the experience accumulated by the Lithuanian Communist Party under conditions of developed socialism, to show the positive changes that have occurred in the activity of party organizations to guide the Komsomol (p 9). The monograph makes broad use of documents of the CPSU and the Lithuanian Communist Party on party guidance of the Komsomol, as well as archive sources, the republic periodical press, and the like. The book has numerous figures and tables which persuasively confirm the author's conclusions. The monograph offers the first chronicle of the most significant events in the life of the Lithuanian Komsomol in the period from 1966 to 1980 as well as the latest statistical data on the composition of the republic Komsomol organization in 1980-1982.

On the eve of the 26th CPSU Congress the Lithuanian Komsomol's ranks included 458,000 young men and women. Almost half of all Komsomol members in the

republic worked in key sectors of the economy. The Lithuanian Komsomol was a major force helping party organizations resolve the most complex issues of political, economic, and social life in the republic.

From the very first days of building socialism in the republic the Lithuanian Communist Party has seen that the Komsomol helped the party actively in carrying out its policies and served as a reserve for it. Whereas 43.3 percent of the persons admitted to the CPSU in 1966 were Komsomol members, in 1980 the figure was 70.7 percent (p 25). About 940 secretaries of primary Komsomol organizations were promoted to executive party, Soviet, and economic work in 1966-1980, and more than 3,800 were promoted to Soviet, economic, and trade union work.

In its management of the Komsomol the Lithuanian Communist Party makes broad use of the forms and methods used by the CPSU to guide the all-Union Komsomol. Strengthening the party nucleus in the Komsomol is a tested form of guidance that insures stable ties between the party and the Komsomol. In 1965-1980 the number of communists working in Komsomol organizations increased 1.9 times (p 35). In 1981 communists made up 80.1 percent of the secretaries of Komsomol organizations at industrial enterprise, 82.5 percent at kolkhozes, and 92.9 percent at higher educational institutions (p 37). On 1 January 1981 there were 14,732 communists working in the republic Komsomol organization. They made up 3.2 percent of all members of the all-Union Komsomol (p 40).

Having thoroughly reviewed growth of the party nucleus in the Komsomol, the author points out the primary areas of activity by republic party organizations to increase the number of communists in the Komsomol. In the first place, VLKSM members and Komsomol activists are admitted to the party and left in Komsomol work. In the second place, party organizations recommend communists who have gone through organizational work in party organizations for elected Komsomol bodies. In the third place, some communists work in Komsomol organization, but are not enrolled with them. These are propagandists in Komsomol political education, tutors for young people, and other activists (p 41).

The following aspects stand out in political-organizational work by party organs to increase the number of communists in the Komsomol. In the first place, party organizations try to create a reserve of young communists who can be used to enlarge the party nucleus in the Komsomol. In the second place, there is use of the reserve of young communists in the Komsomol. In the third place, with a strengthening of the party nucleus in the Komsomol republic party organizations begin to devote more attention to the accountability of communists who work in the Komsomol.

The Lithuanian Communist Party, concerned to raise the qualifications of Komsomol personnel, tries first of all to improve their political indoctrination. The author has summarized the activity of the Lithuanian Communist Party to improve the theoretical training of Komsomol personnel and to improve the forms of such training. They organized science-practice and theoretical conferences (p 48) and schools for Komsomol activists -- there were 224 of them in 1978 attended by 61,200 Komsomol activists (p 50). The Vilnius Zonal Komsomol School, which has trained 2,756 employees of the Lithuanian Komsomol and activists, is an important element in the system for raising qualifications (p 51).



In training personnel the republic Komsomol organization was helped by the Higher Komsomol School of the All-Union Komsomol Central Committee and the republic system for training party personnel. As the author points out, the most widely distributed form of study for Komsomol activists and personnel was seminars and seminar-conferences at which problems of Komsomol work and communist indoctrination of young people were discussed. The author notes the assistance of party organizations to the Komsomol in searching for new forms of study for activists and personnel which would help disseminate useful know-how in political organization and indoctrination work. Base organizations of the Lithuanian Komsomol for each area of Komsomol activity and also base party organizations for forms and methods of refining guidance of the Komsomol were laid out (pp 53-54). But joint seminars of secretaries and activists of party and Komsomol organizations should not be counted among the new forms of teaching Komsomol personnel and activists. The Lithuanian Communist Party has been using this form of teaching since 1941.

The author's conclusions about analysis of the problems of party guidance over the Komsomol at party plenums and committees, bureau meetings and ordinary party meetings are important, as are his conclusions about the significance of following the Leninist principle of monitoring. The author shows that this helped correct the situation in those party organizations which tried to substitute widely publicized decrees and plans for practical, everyday management of the Komsomol (p 59); this principle helped outline the primary directions of work to improve Komsomol work and find new forms of work. Councils of labor and party veterans were set up at Komsomol committees and special sections for work with young people are being established in the departments of party organization work of party gorkoms and raykoms (p 61); the importance of party and Soviet activists' participation in Komsomol activities and in meetings with young people is being stressed (p 65).

Party guidance of the Komsomol is carried on by a specific party organ. But some party committees try to assign concern about the activity of Komsomol organizations exclusively to the communists "responsible for the Komsomol." The author observes that party guidance of the Komsomol is not a concern of the persons responsible for Komsomol work only. The entire party organization should study the questions of activity by Komsomol organizations. An analysis of the activity of republic party organizations showed that the appointment of persons to be responsible for the work of the Komsomol was justified only where this sector was entrusted to communists who had a good knowledge of Komsomol work and where the party organizations constantly monitored their work and provided assistance (p 67).

The monograph analyzes party activity to increase the militance of Komsomol organizations and the effectiveness of Komsomol meetings. The author points out that questions of preparation for and conduct of Komsomol meetings were regularly reviewed at sessions of the bureaus and committees of party organizations and the periodicity and practical effectiveness of these meetings was monitored. Party organizations also began calling joint party-Komsomol meetings more frequently. The author observes that this shows the party's trust in the Komsomol to decide important organizational, political, and production issues. Party-Komsomol meetings are also important in another respect. At them Komsomol members are informed of the most important tasks which the party and the government are

posing for the Soviet people and the problems which the labor collective must resolve. This enables Komsomol members to become more actively involved in performance of particular tasks and increase their social activism and the militance of Komsomol organizations (p 77).

Growth in the ranks of the VLKSM is an essential condition for successful work by the Komsomol. Therefore, the party constantly stresses that the Komsomol should broaden its influence among young people and mobilize them to perform the tasks of building communism. Party organizations demand that the communists themselves also work harder to prepare young people to join the Komsomol and give them recommendations. The author notes that the recommendation for VLKSM membership enables communists to look more deeply into the activities of young people and exercise more influence over them (p 80).

Political education of Komsomol members and young people also helps shape the profoundly scientific materialist worldview and ideological convictions of young people. The monograph points out that a clear-cut system for political education of young people took shape in the years 1966-1980 (p 88). After the 25th CPSU Congress a system of differentiated political education for Komsomol members and young people began to be introduced. The criteria by which young people selected the particular form of political education were revised.

The training of propagandists and lecturers is an important element of party management of the Komsomol in the area of political education. The author writes that the republic has a system for training Komsomol propagandist cadres. Methodological assistance to Komsomol political education has been bolstered: the position of consultant on Komsomol political education has been set up at the Home of Party Education of the Central Committee of the Lithuanian Communist Party and methods councils have been formed (pp 92-93).

The author singles out two areas of activity by party organizations to guide the political education of the Komsomol and young people. The first is refining the system of Komsomol political education. The second is improving the quality of classes, study groups, and seminars and searching for new forms and methods of work (p 93).

The book thoroughly analyzes new forms of Komsomol activity.

The author devotes a great deal of attention to Komsomol participation in management of the state and of production. The facts and conclusions given illustrate that growth in the social activism of the Komsomol members and young people of Soviet Lithuania was a direct result of improvement of party guidance of the Komsomol.

The book is attractive because it gives the first broad treatment of the activity of the Lithuanian Komsomol under conditions of developed socialism, identifies the areas of guidance of the republic Komsomol organization by the Communist Party of Lithuania, and shows the significance of the know-how in organizational and political activity which the party passes on to the Komsomol. The monograph will take a worthy place among those works devoted to the history of the Lithuanian Communist Party and the Lithuanian Komsomol. The book will help party and Komsomol activists borrow progressive work know-how.

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BIBLIOGRAPHIC PUBLICATIONS OF LITHUANIAN BOOK CHAMBER DETAILED

Vilnius KOMMUNIST in Russian No 3 Mar 85 (signed to press 22 Mar 85) pp 80-83

[Interview by Kazis Petkyavichyus with Algimantas Lukoshyunas, director of the LISSR Book Chamber, date, place, and occasion not specified]

[Text] Cultural Treasures for the Present and the Future  
-- a Conversation with Algimantas Lukoshyunas, director of  
the LISSR Book Chamber, by Kazis Petkyavichyus, KOMMUNIST  
correspondent

[Question] The LISSR Book Chamber was founded 40 years ago, while the war was still underway and everything was destined for the front, for our victory. By itself this fact tells how the party and the Soviet Government were looking after cultural needs at that time.

What were the tasks which the Book Chamber had to perform in its first years of operation?

[Answer] Plans to establish the LISSR Book Chamber were already laid out in 1941. This intention was not carried out because of the attack by the Nazis on the USSR. The fascist occupation forces destroyed everything they could. They even caused an enormous loss of the republic's book resources. The most important task of the Book Chamber, which was founded on 29 March 1945, was to develop bibliographic work and restore library resources. At that time there were many pressing jobs which could not be postponed, but we were short of labor force. The first to become involved in restoration work everywhere were former fighting men and partisans. They worked in our collective too. Former Captain of the 16th Lithuanian Rifle Division of the Soviet Army A. Ul'pis, who began work here in 1946 and headed the Chamber for 34 years, did a great deal for the Book Chamber. At that time I. Kisinas, I. Yuryavichyute, T. Chizhas, and many others worked here. They restored book resources and collected books for libraries and for the stocks of the future Book Chamber.

The first issue of "Knizhnaya letopis'" [Book Chronicle] came out in 1947, followed two years later by "Letopis' zhurnal'nykh i gazetnykh statey" [Chronicle of Magazine and Newspaper Articles]. In 1957 the two publications were joined and supplemented, and now we publish "Letopis' pechati" [Chronicle of Printed Material], the state bibliographic organ.

[Question] What tasks does the Book Chamber face today?

[Answer] The republic storehouse of printed material of the LiSSR has accumulated a priceless national treasure, more than 4.4 million printed publications. Each one -- book, brochure, regular issue of a continuing publication, poster, announcement, or postcard -- is inventoried and registered in the appropriate state indexes. Thus everyone who has an interest can find out everything about a publication. We receive some 76,000 items during a year. We also collect publications in other languages published outside the republic but linked to the LiSSR by content or authorship.

[Question] We can imagine how each day the Book Chamber receives a stream of books and periodical publications and your employees must be able to inventory and classify them in time so that readers will be able to get the information they need about the particular publication without difficulty.

[Answer] The stream never stops. We have to do the work today, without putting things off, because the mail will bring new packages tomorrow. We receive especially large packages on Mondays.

We have already mentioned "Letopis' pechati." It comes out monthly in a volume of several hundred pages. This large publication includes seven independent bibliographic indexes: the "Book Chronicle" gives information about books, brochures, author's abstracts of dissertations, and publications in Braille script; the "Music Chronicle" registers printed music that has come out in separate publications or in magazines and newspapers; the "Chronicle of Art Publications" tells about posters, reproductions, and postcards; the "Chronicle of Periodical Publications" gives information on periodical publications; and, the "Chronicle of Magazine and Newspaper Articles" tells about material in the periodical press. We should also mention the "Chronical of Reviews" and the "Chronicle of Soviet Lithuaniana." With "Letopis' pechati" at your disposal you can easily orient yourself in the stream of republic publications. The fifth issue of "Letopis' pechati" for 1984 contained our one-millionth entry. The index "Bibliograficheskiye posobiya Litovskoy SSR" [Bibliographic Aids of the LiSSR] began coming out in 1978.

[Question] Is there an all-Union centralized information system?

[Answer] Such a system is being set up, but as for bibliography, because of the multilingual stream of documents (each publication for which an inventory description is set up is called a "document" by bibliographers), they are registered in a single language, not to mention rigorous selection. So our most important task is to set up and refine the national information system as an organic part of the all-Union system.

[Question] Of course, you are interested not only in what is being published at the present time, but also publications from past years?

[Answer] During the four decades of its existence the Book Chamber has been interested in printed materials whose age runs into hundred of years.



The compiling of a retrospective bibliography of national printed material of the pre-Soviet period, which was begun in 1959, was an important cultural event. We are working together with large libraries and scientific institutions.

The first volume of the multiserie, multivolume publication "Bibliografiya Litovskoy SSR. Seriya A. Knigi na litovskom yazyke. 1547-1861" [Bibliography of the LiSSR. Series A. Books in the Lithuanian Language. 1547-1861] came out in 1969. It contains information on Lithuanian books that have been preserved and ones that were not, describes Lithuanian texts in books in other languages, and gives information about Lithuanian manuscripts. The bibliographic index is at the same time a summary catalog of the printed publications of that period. The entries indicate the libraries and institutions where samples of the books described are stored or give the names of book lovers and collectors. The compilers of this publication were awarded the 1971 State Prize of the LiSSR.

The second volume of this publication, which encompasses the chronicle of Lithuanian books from 1862 to 1904, has already been turned over to the "Mintis" Publishing House. A checklist for volume three (1905-1917) has already been prepared. As we see, we still have a great deal of work in front of us.

I should also note the bibliographic index "Pechat' Kommunisticheskoy partii Litvy. 1917-1940. Bibliografiya, ch. 1. Knigi i broshyury" [Printed Material of the Lithuanian Communist Party. 1917-1940. Bibliography. Part 1. Books and Brochures], which was prepared by the Institute of Party History together with the Book Chamber. This index was published in 1981. The second part, "Periodicheskiye izdaniya" [Periodical Publications] will be coming out soon.

In the next decade plans envision publishing bibliographic indexes of periodical publications of the pre-Soviet period, of the most important articles from Lithuanian periodical publications of 1832-1890, and printed material published in Lithuania in Latin during the 17th and 18th centuries.

The job of compiling a retrospective national bibliography of the pre-Soviet period involves accumulating printed publications, hunting for them with help from the combined efforts of institutes and individuals, and further development of the general methodology for evaluating Lithuanian printed materials from a Marxist standpoint.

The work with printed materials from several centuries is being carried on in close cooperation with scientists of the republic -- historians, philologists, art and film experts, and bibliographers.

[Question] How would you briefly describe the republic's printed material in statistical terms?

[Answer] The yearbook "Statistika pechati Litovskoy SSR" [Statistics on Printed Material of the LiSSR], which we publish, makes it possible to realistically evaluate the scale and rate of growth of socialist culture. Each year almost 30 statistical tables are given, giving a statistical analysis of the stream of printed material in the republic in various aspects -- number of titles of books, brochures, periodicals, printed music, and other publications, their distribution by subjects, languages, purpose, and in many other aspects. Some

of the tables give indicators in their movement over time, making it possible to evaluate the situation from 1940 down to the present day: they give the total number of books and brochures published, their distribution by languages, originals, and translations, and the publication of works by the classical Marxist-Leninist writers and of artistic literature; in addition they show their distribution by countries and peoples, the publication of works by Lithuanian writers in the languages of the USSR peoples and abroad, and so on.

Here are a few figures. In 1983, despite an increase, there were 564 books per 100 inhabitants published in the republic, which was less than in Soviet Latvia (630), Soviet Estonia (1,130), and the all-Union figure (723). In the publication of informational literature (158 titles) we were behind Estonia (167), Belorussia (205), and Latvia (238). Needless to say, the statistics of printed material show steady growth in the number of book and brochure titles and number of copies published in our republic. Let us make a comparison. In 1982 2,309 book and brochure titles were published, while in 1983 it was 2,439, and in 1984 it was 2,594. The corresponding figures for number of copies published were 19.3 million in 1982, 19.9 million in 1983, and 21.3 million in 1984. The rate of growth is testimony to real opportunities for improving the situation in publishing.

[Question] Are there ways to speed up your work or make it easier?

[Answer] We expect the most help from computers. They are already being used in our work today; they speed up the processing of statistical data and formulation of the name index. A data bank is being set up, which will make it much more convenient to use the information accumulated by the computer. The data bank will help us issue bibliographic data more operationally on requests from institutions, organizations, and workers in culture and science. At present we respond to roughly 2,000 requests a year by traditional methods. The use of computers and automation impose their own requirements -- we have to automate the description of printed publications, standardize terminology, and so on.

[Question] Libraries of the republic are especially interested in the results of work by the Book Chamber. Does the work of your collective satisfy the librarians?

[Answer] Every library enjoys our help. Librarians receive bibliographic indexes, and we publish printed cards for catalogs and card files. This makes the work of librarians much easier. Out of a desire to know the needs of the libraries better, we study their opinion using questionnaires. Right now we are receiving answers to some questions that concern us. The questionnaires ask which of our publications they have in the library, whether they arrive on time, and what purposes they are used for (for example, to prepare exhibits, to indicate literature in honor of anniversary dates, for scientific work, for study, and so on). We are also asking them to communicate their comments and suggestions on questions of improving the structure of our publications and their operational qualities.

[Question] Is this to help librarians, or ordinary readers?

[Answer] In the above-mentioned questionnaires we ask which indexes readers use, for example last names, titles, or others. In addition we are preparing to distribute a similar questionnaire among readers, above all scientists and economic specialists, and we will try to take their wishes into account.

I should also mention exhibits designed for the larger community. An exhibition of Lithuanian primers was held recently in the building of the future Press Museum, and it aroused enormous interest. We plan to organize an exhibit of the Lithuanian press during the Great Patriotic War to be shown later this year.

A short time ago the exhibits "The World Through Our Eyes" and "Translations of Lithuanian Literature into the Languages of the USSR Peoples" were presented at the time of an organized translators conference.

[Question] Scientists need the work of your collective very much. But do the associates of the Book Chamber themselves carry on scientific work?

[Answer] Our employees published more than 100 articles in various publications in the republic in the last year. They analyze questions of library science, bibliography, methodology, book science, and the history of the press. Thirty-eight reports were read at all-Union and republic conferences.

We participate in scientific work, and we ourselves study. Our employees visit the book chambers of the fraternal republics and take an interest in know-how accumulated abroad. Last year alone we had managers and important employees of the Armenian, Belorussian, Moldavian, and Latvian book chambers taking an interest in our work.

We have established a scientific library of book science. It is one of the largest libraries of this type in the country. In it we have gathered literature on issues of Marxism-Leninism, history, literature, book science, library science and printing as well as various bibliographic publications, encyclopedias, references, dictionaries, and other informational literature. This library was established to meet the needs of the chamber collective, but in the future I think all specialists in this area will be able to use it.

[Question] The Book Chamber occupies an important place among the republic's cultural establishments. You do a large volume of work, but with the development of science and culture it would seem that the Book Chamber's role will also grow?

[Answer] The riches we have accumulated together with our bibliographic indexes and system of catalogs and cards are a unique base of bibliographic information which can be used by organizations, institutions, and individual workers in science and culture. It is like an enormous book which is supplemented with new pages each year.

The activity of the Book Chamber is constantly significant for the information needs of science and practice. We occupy a stable place in the republic's system of culture and science. And we are proud to make a worthy contribution to the development of socialist culture.

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